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GOVERNMENT SABOTAGING LAND REFORM
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DEMOBILISATION PROBLEMS

WITH the war in Europe moving rapidly to its inevitable end, it is high time we started thinking seriously about demobilisation and the return of the 40,000 or more local government officers now in the Forces or in war industry to their peace-time jobs.

While the Government's White Paper suggests that a small proportion, urgently needed for housing and reconstruction work at home, together with a number of specialists, will be given early release, it gives no indication of the proportions which will be retained in the Forces for service in the Far East or in the Armies of Occupation in Europe. Nor does it indicate whether any local government officers will be recruited or transferred for relief and reconstruction overseas.

All one can predict with certainty is that the process of demobilisation will be a slow one. Even should the war end this month, it seems unlikely that any substantial number will be home before 1945, and many may not take up their old jobs for months, or even years, to come.

A steady, controlled, return to civil life will solve some difficulties, but will accentuate others. It will facilitate the assimilation of the returning officers, but it will increase the problems of those who, volunteering or conscripted when they were juniors or little more, now see themselves missing the vital years of study and training and fear that the careers they had mapped out for themselves will be jeopardised, while others, more fortunate, fill the avenues of promotion they had hoped to reach.

A Fair Chance for All

N A L G O, they will be glad to hear, is energetically tackling the many difficult problems which are arising, or are likely to arise. It has already persuaded the National Whitley Council to approve recommendations for the rehabilitation of men discharged from the Forces on grounds of ill-health or disability, and to consider refresher courses, assistance in taking professional examinations, and appropriate salaries for those who return physically fit but lacking the training and local government experience of which war service has deprived them. It has induced the Council to reaffirm and transmit to provincial councils its resolution, first adopted in 1940, recommending local authorities to make no permanent appointments during the war, thus giving the men on service a fair chance of promotion when they return.

At the same time, the National Executive Council is considering the question of refresher courses for those who want to make up the ground they have lost during their years of service. The Government, with its further education and training scheme, and the local authorities, under the new powers given them by the Education Act, can materially assist in this work, and the Association will shortly issue a pamphlet advising members what assistance is available to them and how they may secure it. In addition, many branches are discussing the problems with their local authorities and, as the article on the Glamorgan plan in last month's Journal demonstrated, are evolving some most useful schemes.

All this will help; but much more is still needed. Demobilisation, the assimilation of the demobilised, and the fair—though not preferential—treatment of those who have carried on at home, will create many personal problems which no paper schemes, however well designed, can hope to solve. What of the junior, little more than an office-boy when he was called up, who now has a commission and is in control of a large body of men? What of the former low-grade clerk who is today commanding a fighter wing or a warship? Will they be content to return to their old jobs, even with a refresher course and an appropriate jump in the salary scale? And what of the temporary who, coming green into the service, has mastered its intricacies and is today doing the job as efficiently as did the man he has replaced? Is he to be dropped with no more than a "thank you for coming"? To solve these problems will call for a degree of mutual consideration and understanding, and for individual self-sacrifice, beyond the calculations of any system of staff organisation.

The Jobs Will Be There

Though many warriors and many wartime temporaries, too, may today find disquieting fears marring their joy at the prospect of early peace, we cannot share their forebodings. Many may not be able, or may not wish to return to the jobs they left, or to take up the careers they had planned. But local government, we are convinced, will have room after the war for all who have the desire for service in their bones. As we have often said before, to it will fall the major share in reconstruction and the building of the new and better Britain. In education, in health administration, in housing and town planning, and in the many other branches of our developing social services which it will administer, there should be work, opportunity, and satisfaction for all who see in the service of their fellows the best of all careers.

A Post-War Tribunal

OF all the measures of industrial regulation introduced during the war, the most useful to N A L G O has been the Conditions of Employment and National Arbitration Order. As most members now know, this Order and the National Arbitration Tribunal which it established, has been of untold benefit to them since the Association—by taking the Bolton case to the House of Lords,—established the fact that local authorities were subject to its provisions.

Through its use, we have ensured that practically every local government officer in the Forces whose service pay is less than his civil pay is to-day having the difference made up, either wholly or in part; we have secured the current bonus award of the National Whitley Council for 127,000 local government officers (a number which continues to increase); we have compelled two local authorities to reinstate officers whom they had dismissed for no good reason; and we have remedied many anomalies and abuses. In the Tribunal, we possess, for the first time in the history of local government, an impartial body to which local government officers can take their grievances with the assurance of justice and redress.

But the Order, and the Tribunal, are war-times measures only and, as the Conference agenda showed, many branches are concerned as to what will happen if and when they are allowed to go after the war. It would be unthinkable that the local government service should return to its pre-war condition, with decisions of the National Whitley Council unenforceable against local authorities unwilling to apply them, and every officer at the mercy of his council, however niggardly and unjust.

There is, unfortunately, little prospect that the Tribunal will continue, at any rate in its present form. The T.U.C., it is understood, unwilling to abandon its big stick, the strike weapon, is opposed in principle to compulsory arbitration, and the Government is unlikely to maintain it in the face of T.U.C. hostility. But public servants are not in the same position as private employees. In their case, a strike would hit the community as a whole rather than their immediate employers, and for that reason it is a weapon they have been unwilling to employ. But if they are prepared to forgo their right to strike, they are entitled to claim some protection against reactionary and backward local authorities.

N A L G O is determined that they shall have such protection. The N.E.C. has been reviewing all the possibilities, and at its meeting

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in August it decided to invite those of its members who are also members of the National Whitley Council to consider the question, with a view to asking the Whitley Council to set up machinery to take the place of the National Arbitration Tribunal should that body cease to function.

This is both a diplomatic and a realistic decision, and we trust that the employers' side of the National Whitley Council will see its force. Notwithstanding many disappointments, N A L G O has remained firm in its faith in joint bargaining as the best solution of the problems of wages and conditions in the local government service. At long last it has secured a Whitley Council truly representative of all branches of local government. But the best Whitley Council in the world is useless if its decisions carry no sanction and can be flouted at will by any local authority unwilling to apply them. It is in the interests of local government, of the service, of the local authorities, and, not least, of the community as a whole, that the machinery of Whitleyism should include a tribunal to which grievances may be taken and to which both employers and employees may look for impartial justice backed by sufficient authority to make that justice effective.

The "Black-coat" Bonus

WE have drawn attention before to the glaring disparities between the wartime wage increases of manual workers and public servants. The latest figures issued by the Ministry of Labour show that it is getting still more pronounced.

Between October, 1938, and January this year, the Ministry reveals, the average cash earnings of all manual workers—men, women, and juveniles—increased by 79 per cent. That figure includes overtime, night work, longer hours, and the extension of piece-work and bonus systems, and reflects the improvement in women's wages and the movement of workers from low-paid peace jobs to high-paid war jobs. Many of these factors will disappear when the war is over, and it would therefore be inaccurate to look upon the 79 per cent increase as indicating either a permanent trend or a true representation of individual wages today. A safer guide to the real increase in working class wages is the figure of average wage *rates*. This shows an increase of 32 per cent since 1938—roughly equivalent to the rise in the cost of living index. Compared even with this much lower figure, the local government bonus makes a poor showing. For a man with a basic salary of £5 a week the current award of the National Whitley Council represents an increase of 19 per cent; for the man with a basic salary of £10 a week, it is only 9.5 per cent; while for women it is lower still. Nor must we forget that the cost of living index itself does not indicate the true rise in the cost of living, which has been estimated variously at levels around 50 per cent above the pre-war figure.

Nobody would be likely to accuse a railway company of excessive generosity to its employees. Yet compare the current bonuses paid by London Transport on all salaries up to £1,000, with the local government bonus: for men, £66 12s., against £49 8s. (£33 16s. over £700); for women, £55 17s. against £40 6s. (£33 16s. over £700); for youths, £33 3s. against £24 14s.; and for girls, £27 19s. against £20 15s. Moreover, on the London Transport scale the adult bonus is payable at 18, whereas under the local government scale it is not payable until 21.

In view of the impending negotiations on national salary scales, N A L G O has wisely decided to defer raising the bonus again in the National Whitley Council before the November meeting. But when it does so, it is to be hoped that the overwhelming case for an improvement will meet with the response it deserves.

Unifying the Ambulance Service

THE editorial note in the August journal criticising the present haphazard organisation of the ambulance service, suggesting unified control under the bigger health authorities of the future, and inviting the views of readers, has provoked four interesting contributions.

The first need, according to J. B. McCANN, L.C.C., is to convince local authorities and the Ministry of Health that there *is* a problem. Since it is essentially a transport service, ambulance administration should operate over a wide area: at the same time it must be closely linked with health administration. This suggests that ambulance areas should be the same as those of the projected new joint health authorities. Mr. McCann does not go so far as to advocate that policy, for which there are arguments for and against; but he does urge all concerned to tackle the problem. "Will the Ministry initiate a public discussion?" he asks. "Will N A L G O provide the necessary prod? Or how shall those of us who are interested get things going?"

DR. J. GREENWOOD WILSON, medical officer of health for Cardiff, tells us that his own city council had already approved of a centralised ambulance service as part of its post-war policy. His suggestion is that it should be based at one of the municipal hospitals in the centre of the city. In the meantime, the civil defence ambulance service is being used as a centralised service for practically all purposes, including police work, inter-hospital transfers, and transport of patients between house and hospital. The St. John ambulance service continues, undertaking transport over an area well beyond the city boundaries.

Isolation hospital ambulances have been excluded from the centralisation scheme because, although the actual risk is slight, public opinion would be opposed to the use of an ambulance that had carried isolation hospital cases unless it had been specially disinfected.

The adoption of the provisional scheme has had one interesting result. Finding that one municipal hospital ambulance was beyond repair as an ambulance, it was decided to transfer it to another hospital as goods van—thus providing the nucleus for a centralised hospital goods delivery service.

Better Training Essential

L. J. WALTON, of the Derby health department, writing with many years' experience of ambulance work, strongly condemns the prevailing indifference towards it. Many local authorities, he suggests, seem to think that any man is good enough to leave a dirty job, jump on an ambulance, and attend a casualty, while even the Red Cross and St. John Ambulance Association considers that one first aid certificate is sufficient qualification.

In his view, "one-certificate knowledge" is not enough, and may be worse than no knowledge. Ambulance training should be uniform—the present diversity of methods and advice leads to confusion; examinations need to be revised, and only doctors skilled in first aid used as instructors; and the system of requiring first-aid men in the voluntary organisations to pay or raise money for their uniforms, training, and equipment, ended.

Mr. Walton would apparently retain the voluntary societies, but would unite them into a single organisation, based on county units, with permanent staffs, regular instructors, and arrangements for home nursing training in hospitals. Finance could be arranged on a regional basis, with reimbursements to the ambulance society by the authorities using the service.

Another reader, officer in charge of a public ambulance service, who prefers to remain anonymous, would go much further than this, calling for complete overhaul of the service b a government department. All existing an bulance services, hospital and voluntar should, he urges, be merged into one, under th direct control, in each area, of a chief office who would be an administrator with experienc in transport work, responsible to the medic officer of health; all ambulance worke should be state registered, like nurses, and pa should be on the J.I.C. scale for heavy vehic drivers.

Borrowing Control

A vital factor in post-war housing poli as in other spheres of local governmen is the cost at which capital can be raise After the 1914-1918 war, interest rates rock eted and figures as high as 6 per cent fo municipal loans were not unknown. Suc capital charges were a bar on progress an imposed exorbitant burdens; the high cost o municipal building and other works betwee the wars was to a large extent due to th lavish return flowing into the pockets of thos who furnished the capital. This time th danger has been foreseen: the Treasury ha announced that there will be State contro over capital issues for public purposes; a municipalities who raise loans must do s through Treasury machinery. Competitio for scarce capital, with consequent high interes rates, will be avoided; a reasonable supply o capital will be assured; and, as the Treasur memoranda claim: "the cheap and orderl financing of all capital expenditure will b secured." This is a sound ideal, but loca authorities will wish to be assured that th new machinery is not to be used to impos restrictions on progressive municipalities and that whatever controls have to be operate in the general interest will apply to privat as well as to civic undertakings.

The Institute of Municipal Treasurers an Accountants, in welcoming the Treasury polic for the period immediately after war, urge that freedom to borrow in the open capita market should not be removed from loca authorities permanently; it claims that "i the absence of competition in this field, it i unlikely that present-day practice in loan an debt management would have attained it current scale of efficiency." This raises a wide question of public policy. The dis position of capital resources by the wron people for the wrong purposes has done s much harm in the past that restrictions o laissez-faire in this important field are a essential feature of the Government's employ ment policy.

Suggested 18 Years Ago!

THE new Treasury policy, incidentally, pro vides an instructive and amusing demonstra tion of the time taken for a sound idea t penetrate the official (and political) mind and be translated into action.

In his presidential address to the I.M.T.A in 1926, Mr. SAM LORD, after pointing ou that in 1925 local authorities paid an averag rate of interest of 4.84 per cent on the loan they raised in the London market, and urgin the need to reduce both this high rate o interest and the high rates of commissio charged, said:

> "The logical and most economic metho would be for the Government to undertake th responsibility for all public loan issues fo financing local authorities, and public boards In other words, the principle upon which th Public Works Loan Board was establishe should be developed to the fullest extent." That was in 1926. It is now 1944.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion an expression within the Association. Unless th fact is expressly stated, therefore, views pu forward in this journal—whether in the editoria columns or in signed articles—should not neces sarily be regarded as expressing the considere policy of the Association.

WHITE PAPER POLICY IS SABOTAGING LAND REFORM

Nationalisation the Only Effective Solution

In a leading article in the August journal we discussed the Government's Town and Country Planning Bill, embodying its policy for the re-development of bombed and obsolete areas in towns and cities. We now discuss the White Paper on the Control of Land Use, which, in so far as it deals with the crucial problem of compensation and betterment and the kinds of control which will in future be operative over undeveloped land, embodies the Government's long-term proposals for town and country planning. The same subjects had previously been surveyed by the authoritative non-political expert committee known as the Uthwatt Committee, which dealt with them exhaustively in its second report. The Government's proposals differ radically from those of the Uthwatt Committee. We find the comparison between them an odious one—as odious, in fact, as the Town and Country Planning Bill.

Both the Uthwatt Report and the White Paper were based on a tardy recognition by the Government that town and country planning did not, and could not, go far in the past because the local authorities found the compensation involved in any adequate planning to be immeasurably more than they could face, and were unable, in practice, to recover the betterment which, in theory, they should be able to set off against compensation, where planning proposals benefited the land rather than injured it. It was, indeed, the major part of the Uthwatt Committee's terms of reference to find some remedy for this situation. The magnitude of its effects are more apparent if we realise that the term "compensation" includes purchase money paid for the acquisition of land by the planning authority, and that the planning authority has to acquire land, not only for re-development of older areas, but to provide the framework of new development, e.g. new roads, open spaces, and reservations for public utility development, etc. Purchase money, however, is not the only "compensation" which may be payable. Though planning is usually beneficial rather than restrictive, it is only possible if limitations are attached to the development of some land within the area of a planning scheme. Although compensation can be excluded in certain cases, there are many others in which the owner can claim compensation for such "injurious affection," as it is called, on the ground that the market value of the land is depreciated.

How Compensation is Inflated

Let us first of all state in our own words the Uthwatt Committee's views on this compensation-betterment problem, of which, as the White Paper acknowledged, it made a masterly analysis. The inflation of compensation arises from a factor which is called "floating value." This derives from the fact that the market price (which determines the "value" for the purpose of compensation) of a piece of land includes an amount which represents its potential development value. Although the particular piece of land wanted is usually only a portion of the land which has such a value, and although it may not be developed, the possibility that it might gives it a potential value which must be included in the compensation paid. When another piece of land is bought or injuriously affected, a similar development value has to be included. Potential development value thus "floats" about from piece to piece—with the result that, as purchases proceed or the growth of a town widens the area of land acquiring development value, the local authority must pay a sum much in excess of the actual development value.

"Floating value" is especially potent in the areas fringing our great cities, and the Uthwatt Committee estimated that if land continued to be acquired piecemeal in present conditions, the public would be paying an aggregate compensation many *times* as much as the actual development value. It is disturbing to think what the public has paid in this way already; what would have been paid for really effective planning does not bear thinking of at all!

"Heads I Win—Tails You Lose"

On the other hand, the local authorities found themselves unable to recover what is called "betterment." It is mostly public enterprise or the enterprise of other people which confers enhanced values on land. Town planning legislation recognised the force of this argument, and provided that, if a planning scheme or planning controls enhanced the value of land, the local authority could recover the enhanced value—"the betterment," as it came to be called. The Uthwatt Committee found that this provision had sometimes proved a useful bargaining factor, enabling a local authority to get some reduction in the price when buying land; but that local authorities had, in practice, been unable to recover betterment because of what is called "shifting value." That a particular piece of land would be bettered is incapable of legal proof. The benefits of a planning scheme are so diffused that, even when their existence can be proved, it can be argued that another piece of land, and not the one in question, would receive them. "Shifting" value is, then, very much the same in character as "floating" value. The irony of the situation is that identical reasons compel the local authority to pay more than the development value of the land when it is buying or injuriously affecting the land owner, but disable it from recovering from each particular landowner when the scheme benefits the land! In a situation of this kind, amounting to "Heads I win; tails you lose," it is not surprising that planning legislation has been stultified.

It is obvious that this situation springs from piecemeal acquisition, on the one hand, and piecemeal attempts to recover betterment from individual owners, on the other; and it is therefore not surprising that the Uthwatt Committee thought first of nationalisation as the most effective remedy to the compensation-betterment problem, and as the best means of achieving that readjustment of public and private rights in land which it recognised to be imperative, in view of the widened scope which planning must have after the war. The Committee, indeed, described nationalisation as the logical solution, but refrained from putting it forward because of its "political" complexion.

The remedy it did put forward, however, does amount to a progressive and partial nationalisation. It recommended the immediate acquisition by the State of the development rights in all undeveloped land outside built-up areas. Only in this way would it be possible, the Committee felt, to eliminate the factor of floating value, since the total sum representing the development value of all such land in the country would be assessed and paid for now. The Committee further recommended that, as and when particular pieces of land were developed, the State should buy the land itself. At that point, the whole interest in the land, i.e. the development rights (already acquired and paid for) plus the residual rights of physical ownership, would vest in the nation. The State would allow private use of the land in accordance with the planning scheme for the area; but the persons undertaking such private development would get only a leasehold interest, and the "reversion" would remain in the State, to ensure future control.

On similar principles, the Committee found that betterment could be collected only if it was collected from land as a whole, and it therefore recommended a periodic levy on a proportion of the increases in the annual site value of all land, as revealed by quinquennial assessments made through ordinary rating machinery. Local authorities would make a separate valuation of the site value of every rateable hereditament, and this would be the datum line from which all future increases in annual site values would be measured, and on which there would be a levy of 80 per cent. In short, the local rating authority would add a column to the valuation list as we know it to-day, showing an additional figure representing the annual site value of the hereditament. There is nothing too difficult in this; though doubtless there would be cases in which the valuer's art was taxed to arrive at a separate figure for site value. But it is a normal function of a valuer to advise on fair ground rents, as the Committee pointed out, and the process is identical.

Recommendations Rejected

The Uthwatt Committee analysed the problems referred to it, discussed alternative solutions, and expounded its own recommendations, in a masterly report of some 200 pages. The White Paper rejects its proposals with 25 lines of evasive comment—it is impossible to use the word "argument." There would be administrative difficulties, it avers, in demarcating unbuilt-up areas. We do not regard these difficulties as formidable, and even if they were, they should not stand in the way of the only effective solution to the most important reconstruction question before the country. It is time that the Government saw the need for establishing a Boundary Commission which could keep up to date not only electoral areas, but local government areas as well, and be capable of making boundary demarcations required for particular purposes from time to time. For the Government to object to a demarcation of unbuilt-up areas shows a marvellous inconsistency, in view of its own proposals in both the recent Planning Bill and the White Paper. In the former, it proposed no less than three separate demarcations for the purposes of the Bill, i.e. for bombed, obsolete, and overspill areas. In the White Paper it proposes that the data for the postponed assessment of compensation shall be built up upon a separate demarcation of "black (built-up) land," "green (rural) land," and "white (other unbuilt) land."

The other massive objection of the White Paper to the Uthwatt proposals is that they involve a differentiation between undeveloped and developed land, under which an owner's rights may be bought in one case but not (necessarily) in the other. Yet when differentiation would be pleasing to owners, we can have it *ad nauseam*—as in the Planning Bill, which applied half a dozen different procedures for acquisition, according to the planning purpose involved, each affecting an owner's land, and graduating his rights in the procedure for acquisition, in a different way. The differentiation involved in the Uthwatt

proposals is of a kind grounded in the necessities of the case. Any planning scheme must affect one owner's land and not another's. It is inevitable that "one should be taken and another left" in any scheme that involves the purchase of some land but not all, or imposes a control over one type of area and not another. What matters is that owners should all be compensated equitably and consistently; and no one has shown that they would not be under the Uthwatt proposals.

The Government's alternative to the Uthwatt scheme is based on a requirement of permission for development of all land at present undeveloped. Where it is injuriously affected, though the right to compensation would be established now, no compensation would be paid immediately, but in five years' time an expert committee would be established to estimate the basis of compensation to be then distributed to the individual owners affected. If this means that a global estimate has to be made then, why not attempt a global estimate now?

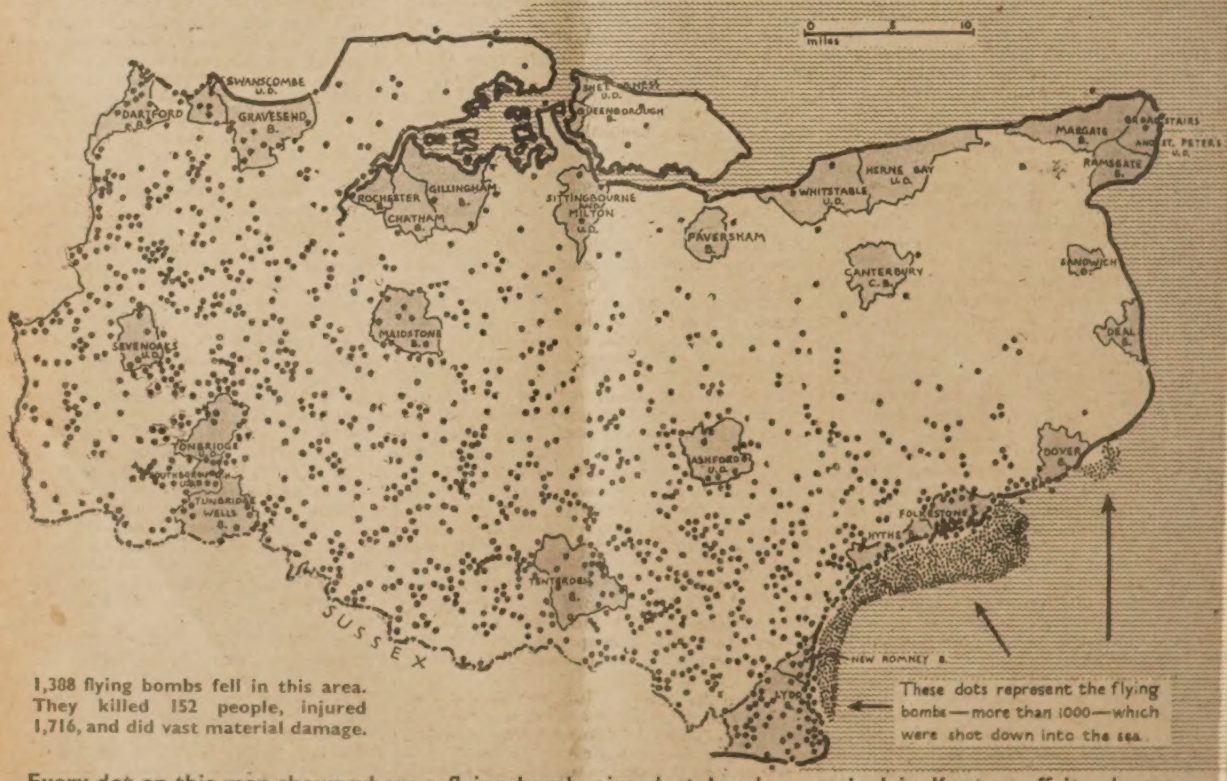
The main objection to the Government's plan, however, is that it offers no guarantee that floating value will be eliminated. Indeed, the Uthwatt Committee reviewed just such a scheme as this and rejected it on precisely that ground. And if the proposals of one expert committee are so lightly rejected now, what guarantee is there that the findings of an expert committee meeting five years hence will be implemented? At the best, the Government proposals leave something uncertain for many years which ought to be rendered absolutely certain from the outset.

In place of the Uthwatt scheme for a levy on increases in site value, the White Paper proposes a betterment charge to be collected in each case where permission to develop or redevelop is given, the charge amounting to 80 per cent of the increase in the value of the land due to the granting of the permission. This proposal also the Uthwatt Committee had considered and rejected. It doubted whether a proper valuation could be made on the occasion of a development permit; and it pointed out that the collection of betterment would be limited to only two of the many occasions on which values increased owing to public expenditure or the activities of the community, i.e. development or sale. The Uthwatt scheme affords the prospect of collecting betterment whenever it is due and on the basis of proper valuation. In proposing local assessment, the Uthwatt scheme also offers a machinery familiar and convenient to the public. A citizen could object to the valuation list in respect of site value as he now does in respect of rating value. Finally, local assessment by rating valuers is easiest and best. As the Committee said: "The rating authorities have a more intimate and an earlier knowledge of the properties concerned than inspectors of taxes; their valuers possess local knowledge and experience kept constantly up to date by the changing values and the corrective (rating) valuations which have to be made throughout each quinquennium."

If the Government thought that it had found a superior technical solution of the precise problem for which an expert committee was appointed, there would have been no crime in departing from the views of that committee. But there is no attempt in the White Paper to show any such superiority. The Uthwatt Committee considered all conceivable objections that could be raised to its own plan and disposed of them in clear-cut argument. The truth of the matter is that, after town and country planning legislation has remained largely a dead-letter for thirty years or more the one serious attempt to make it effective is now to be sabotaged by the stubborn ideology of private ownership, forcing a political compromise which, like so many other compromises of the kind, will leave an unworkable scheme behind it.

There is no doubt that the real solution of the whole problem resides in nationalisation, if not in immediate wholesale nationalisation, then in the progressive nationalisation recommended by the Uthwatt Committee—which is the best measure of nationalisation that could be applied. Such a policy is no longer, if ever has been, the peculiar stock-in-trade of a Socialist political party. It has found favour in the past in at least one other political camp. It is favoured in knowledgeable quarters which disclaim all association with politics. It was openly advocated two years ago by the National Executive Council of NALGO, which is assuredly not political in its complexion but knows as much as the generality of people about the requirements of land reform. Nor is such a policy the child of a doctrinaire political outlook; on the contrary, the refusal to countenance such practical policy springs from doctrinaire political conceptions now largely outworn. It is not yet too late to indicate to the Government that sensible men and women are really not going to stand much longer for what has been inflicted upon them, and threatened to be inflicted upon them for ever, by the dead hand of the past.

"BOMB ALLEY"—AND THE LOAD IT TOOK FROM LONDON



1,388 flying bombs fell in this area. They killed 152 people, injured 1,716, and did vast material damage.

These dots represent the flying bombs—more than 1000—which were shot down into the sea.

Every dot on this map shows where a flying bomb, aimed at London, crashed in Kent or off its shores—brought down by guns, fighters and balloons. Note how successfully the defenders kept them away from the main built-up areas (shaded). Maps of Sussex and Surrey would show a similar picture. Of 8,000 bombs launched, 2,300 reached London, and these three counties took the greater part of the remainder.

Part of the balloon barrage over "Bomb Alley," with a flying bomb exploding as it hit a balloon cable.

In "Bomb Alley" The Land Girls Wept When a Doodlebug Got Through

By Ald. E. S. OAK-RHIND, C.B.E., Chairman, Kent County Civil Defence Committee

THE civil defence services in Kent had made elaborate preparations for D Day. Local services were reinforced, the county mobile reserve was strengthened and duplicated by regional columns drawn from other parts of England, and all subsidiary organisations had been reviewed and were at the highest pitch of efficiency.

D Day came and passed—but Kent seemed to be out of the invasion picture. Once again, as has happened so often in this war, it seemed that vast and careful planning had been wasted.

We were wrong. Early one morning in the following week, it was reported that an aeroplane, flying very fast and in flames, was crossing Kent heading for London. This machine crashed at Swanscombe, was reported within four minutes, and was established as the first flying bomb. A little later, a second crashed at Crouch.

The following night and early morning passed quietly, but late in the evening flying bombs were reported coming in considerable numbers, 26 being shot down over Kent during the first twenty-four hours.

The flying bomb had arrived and was to continue with us for some eighty days. During the first week, 101 were shot down over Kent.

It was obvious that London was the target and that the bomb had been designed to cover, roughly, the distance between the launching site and London. Between, all should be relatively safe. But it was equally clear that London could not defend herself, and that the fight to save her must take place over south-east England, and Kent in particular. A hard but inevitable decision.

Much has been said about shooting the flying bomb down over "open country." What is this "open country"? It consists of coastal towns, backed by a countryside dotted with villages, cottages, farms, and houses, with here and there some big town. A flying bomb exploding in the air, let alone on the ground, will strip the roof, bring down the ceilings, shatter the windows of all beneath, whether it be a cottage or five hundred houses—somebody's home, and often somebody's life, taken to save London. The punishment did not begin and end with the bomb, for the county had to take a hail of machine gun bullets and cannon shells, with, for a long time, the fragments of AA. shells.

Day and night, the fight went on and our "incidents" mounted. At Westerham, the L.C.C. evacuation school for children was demolished, 30 children and staff killed. At Swanscombe, eight were killed and 52 injured, with 30 houses demolished. Dartford, Smarden, Beneden, Ruckinge, Folkestone, Biddenden, Rolvenden, Wateringbury, and Capel, all received fatal casualties, whilst the material damage was enormous.

Dr. Goebbels—"the dear Doctor"—wrote: "Life in Southern England is at a standstill." Was it? Well do I remember stepping out into Maidstone's High Street on that first morning, to come up to County Hall as the flying bombs still rattled overhead. Would the buses run? What would I see? What I did see was a very brave people, a little strained and sleepless, carrying on just as they had carried on throughout the Battle of Britain. So, from the coast, through village and countryside, to the London boundary, the same grand and determined spirit. Could England take it? There was never the slightest doubt.

During those early weeks it was, as in the Battle of Britain, the boys of the Royal Air Force who saved London, for it was they who shot down most of the bombs. Often I have watched them do it from the Pilgrims Way, near Hollingbourne, over the heads of the land girls and other farm workers. The land girls never stopped work—but I saw one of them weep when a bomb escaped and sped Londonwards, and to me this typified Kent's attitude to London.

About the middle of July, the AA guns were massed on the coast in a great arc from Dungeness to Dover and came into their own until finally they were the greatest "killers" of all. Fully 1,000 flying bombs were shot down within and seaward of this arc, but Folkestone, Hythe, and the other towns there suffered hell.

The main fight ended on Friday, September 1, and Kent breathed a sigh of great relief. The cost? 1,388 flying bombs shot down on Kentish soil; 1,000 or more shot into the sea from her coast; 152 dead; 1,716 injured; and vast material damage. These figures refer only to that part of Kent which is known, for war purposes, as the South-East Region. The eight boroughs of Erith, Crayford, Bexley, Chislehurst and Sidcup, Orpington, Bromley, Beckenham, and Penge, whilst attached to London for operational and statistical purposes, are part of the administrative county of Kent and lie within the narrowing angle which finds its apex in the centre of London.

The experience of these boroughs justifies, if justification were needed, the policy of shooting down the bomb over the more open part of Kent. The 294 bombs which fell on them killed 310 people and injured 3,392—a complete reversal of the figures for the rest of the county.

Now that the fight of the flying bomb is over, one can look back on it. Was the Government right in ordering it to be shot down outside the enormous, and for war-time purposes increased, London boundary? Yes. Of that there is not the faintest doubt. Every analysis to which you can put the known figures answers that question in the affirmative. London could never have won through alone, or if she had, the number of her dead would have been appalling. Of the 8,000 bombs launched, Kent accounted for some 2,400, on her soil or off her coasts. Sussex was not far behind that total, which means that these two counties alone took five-eighths of the danger, deliberately, on to their own heads.

London may well honour Kent and Sussex.

I began this statement by referring to the work that had been planned and prepared for D Day, and expressed the view that it appeared to have been wasted. Wasted! Every act, every preparation, met the requirements of the flying bomb. Every service had been stretched to the utmost. Maidstone borough, Tonbridge rural, Bridge Blean, Malling, Tunbridge Wells, Dartford borough, Swanscombe, Maidstone rural, New Romney, Hythe, Tenterden and Cranbrook rural, Sittingbourne, Sevenoaks rural, Dover borough, Ashford, and the Medway Group of towns all suffered severe casualties during August alone, and it would be invidious to praise.

Police, N.F.S., civil defence, local government officers, W.V.S.—all and every service has given of its very best, but over and above all it has been the people themselves—the great and glorious people, whether bus drivers, waitresses, or housewives at home—who beat V1. It has been indeed a people's war and bravely the people waged it, whether they be of London or of Kent.

America Can Teach Us Something in Health, Education, and Town-Planning

By ARTHUR MASSEY, C.B.E., M.D., Medical Officer of Health, Coventry, who recently visited the United States.

MY visit to the United States can best be described as a lecture tour. By invitation of the Ministry of Health, and under the auspices of the Ministry of Information, I went out to join a team of American speakers formed by the American Public Health Association to meet and address various state associations in conference. The tour took us through the central and western states. I also spoke at the annual convention of the American Medical Association in Chicago, addressed lay audiences, and gave a series of broadcasts.

The U.S.A. is a Federation of 48 sovereign states, with the Federal Government at the centre holding the autonomous states in equilibrium. An outstanding impression is the great diversity of scene, climate, and vegetation presented by the various states. It is sometimes like going from country to country, so great are the distances and so varied the circumstances. This is important, because it indicates the difficulty or impossibility of uniform enactments and administrative practice for application throughout the Union.

The notion of state sovereignty is, therefore, eminently rational. It is certainly strong. The war has called for greater action and wider emergency powers on the part of the Federal Government, and some of the state governments are apprehensive about alleged encroachments from the centre, and especially about their possible continuation after the war. This calls to mind the similar sentiments expressed by some local authorities in Britain about the present activities of the central government, notably its regional branches grown out from Whitehall.

Local Administration

The shape of local government in the U.S.A. is decided by the legislatures of the various states, each of which has its own laws and standards in the administration of public health, education, and other services. The cities obtain charters from the state legislature, and the great towns enjoy wide powers, comparable to those of our county boroughs. The form of civic government varies from place to place. It usually consists of a mayor and small council. The elected mayor is the city's salaried chief executive officer, and sometimes heads of departments come and go with him. There is a growing body of opinion, however, in favour of permanent heads of departments, immune from political eddies. Some cities are governed by a small city commission. Outside the cities, the territory is divided into a large number of "counties." New York State, for example, includes some 57 counties. The latter do not appear to be at all comparable with our administrative counties, and are largely under the direct influence of the state departments.

For public health, there are at the centre—in Washington—the United States Public Health Service organisation under a civil surgeon-general, and the separate but complementary Children's Bureau appertaining to the Federal Department of Labour. There is no equivalent to our central Ministry of Health. The Public Health Service undertakes research in preventive medicine and is advisory and exhortative in respect of the public health work in the states. Industrial hygiene is included within the scope of the Public Health Service, thus differing from English practice. The central service has a regional organisation arranged in large districts with a medical director and staff in each. Financial grants are available from the Federal Government to state governments undertaking approved public health activities.

Each state and each great town within it has its full-time health commissioner and staff. Outside the big centres, the work is organised by counties or groups of counties, each of which has its health officer, who may be either full-time or a private medical practitioner giving part-time service.

The standard of services varies greatly from state to state. New York State is a good example of an area in which the public health scheme is comprehensive, well-organised, and efficient. Certain of the more remote or more sparsely peopled states do not nearly emulate this.

Some Remarkable Achievements

At their best, the health services in the United States have achieved remarkable results—as witness, for example, an infant mortality rate in New York and Chicago of 29, as compared with 49 for England and Wales and 58 for our great towns collectively. In many American cities diphtheria has virtually disappeared as a result of the thorough-going immunisation campaign. These achievements are not, of course, universal.

The services in the Union necessarily lack the compactness and administrative tidiness and the greater uniformity of standards which characterise English practice. There is no state system of health insurance, and wherever I went I was closely questioned about the working of our national health insurance scheme. There are preliminary moves in some quarters towards some plan of health insurance. A Bill—known after its promoters as the Wagner-Murray-Dingell Bill—has been before Congress to this end and to that of social security, but consideration of it is at present in abeyance. Meanwhile, Mayor La Guardia is proposing a local plan for New York city to provide, in return for prescribed contributions, family doctor and hospital cover to all persons electing to join the scheme and whose incomes are under five thousand dollars (about £1,200) per annum. While in New York, I heard Mayor La Guardia give a broadcast talk on his proposals at one of his regular Sunday morning sessions at the New York Municipal Broadcasting Station. Some of the big industrial concerns have private schemes of health insurance for their employees. A prominent example is that at the Kaiser shipyards on the Pacific coast—the subject of a book, "Kaiser wakes the Doctors," by Paul de Kruif, which seems to have received wide notice in the States.

Bold Attack on V.D.

Vigorous steps against venereal diseases have been taken everywhere. Prostitution, for example, has been driven off the streets of the great cities by determined police action. In practically all states, venereal disease is a notifiable condition—like diphtheria, typhoid fever, or any other important communicable disease—and in thirty of the forty-eight states there are laws requiring a medical certificate of freedom from venereal disease at marriage. In the treatment of venereal disease, a bold policy is also being pursued, and I saw something of their new methods of rapid treatment.

I inspected many types and grades of general hospitals, both publicly-owned and voluntary. In size, these ranged from a recent county hospital of nearly 3,000 beds in the Los Angeles area to a new 250-bedded hospital in the Polk County area of Iowa State. Americans are not afraid of size in hospitals serving the larger concentrations of population. Many hospital buildings are from 15 to 25 storeys high. Peripheral siting of hospitals in towns is regarded by many as the best modern practice.

Just as in this country, an important problem of hospital policy is presented by the need for a more general integration, wherever possible, of voluntary and public enterprise. Rochester (New York State) has a far-reaching example of this, in that the university hospital and the municipal hospital occupy adjacent parts of a common site, sharing engineering and other services. In the agreement covering this interesting arrangement, it is stated that each party "will derive the greatest benefit only by promoting the interests of both." In New York City, the Columbia Medical Centre comprises neighbouring buildings housing administratively separate hospital units (some public and some private) with a pooling of certain services. The small general hospital in Polk County, mentioned above, was joined to a pre-existing sanatorium with a view to sharing various services between the two, although in this instance both are owned by one public authority. These are not cited as essentially suitable for emulation in hospital reconstruction here, but as illustrating the broad policy of integration and economy.

The planning of many American cities is a model—as witness the geometrical precision of the wide straight thoroughfares of New York or—on a smaller scale—of Salt Lake City; the nobility and generous layout of Washington D.C.; and the exploitation, by superb engineering, of the unparalleled natural advantages of San Francisco. It is interesting to see the various refinements attaching to traffic control lights in different cities. In some, a whistle sounds automatically on each change of colour. In others, there is an illuminated sign with the words "don't walk" showing on red, the "don't" blacked out on green. Cities publicise themselves skilfully.

Wide Educational Opportunity

Higher education is well organised. I visited many universities, including Yale, Columbia, Johns Hopkins, and the state universities of California, Idaho, Minnesota, and Wisconsin. It appears that, notably at the state universities, the avenues of entry are wider than at English universities. The equalisation of educational opportunity and the freedom of association between men and women students—carried through from the general co-education system in American schools—are striking.

My addresses to American audiences dealt mainly with the recent White Paper on the British health services, the health of Britain in wartime, and the public health problems arising out of blitz conditions. At question-time I was always asked about our food rationing system and air raid experiences. Members of the "Disaster Committee" in San Francisco (kept in being chiefly against the risk of earthquake) were especially keen to hear about the identification procedure and the emergency mortuary and burial arrangements during raids here.

In his book, "America Speaks," Sir Philip Gibbs says that "the Americans can take any amount of punishment from public speakers." I found this to be very true for I even had large meetings on sunny Saturday afternoons! The Americans make keen and courteous audiences and to me it was a great pleasure and privilege to talk to them and with them. Words cannot do justice to the hospitality and kindness I received in a truly wonderful country. A final impression is that America is with us a hundred per cent in this war—and after.

N.E.C. Planning Great Public Relations Drive and an Expanded "Local Government Service"

FAR-REACHING plans for the post-war expansion and development of the Association's public relations work and LOCAL GOVERNMENT SERVICE were approved by the National Executive Council at its meeting in Leeds on August 18. They were contained in a report of which the following are the salient passages :

NALGO's public relations policy, as hitherto conceived, is based upon the realization that local government as an institution, the local government service, and the status, salary, and service conditions of the individual local government officer, all depend upon the attitude of the public towards them. Democratic local government as we have it in this country can flourish only with the interest and active support of citizens ; the local government service can function efficiently only in an atmosphere of public appreciation of and readiness to co-operate with its activities ; and the local government officer, as a public servant, can expect to enjoy the status, salary, and service conditions to which the importance of his work entitles him only when the public understands what he does and recognises its value. None of these conditions is satisfied today. The extent of public ignorance of and indifference or even hostility towards local government and the local government service are too well known to require restatement here. It is the purpose of the public relations policy to remedy this position.

The policy is, therefore, intimately related with both the service conditions and educational policies of the Association. Our service conditions policy cannot succeed without the approval both of members of local authorities and of the ratepayers who elect them. Our educational policy cannot succeed until the need for the highest standards of knowledge and training in the service is generally appreciated. Both depend ultimately upon public interest and approval, and thus upon public relations.

THREEFOLD OBJECTIVE
To Interest, to Inform, to Serve

The public relations policy has a threefold objective :

(i) To win for local government the interest, understanding, and active co-operation of the citizen ;

(ii) To inform the citizen what the local government service is and does, to convince him of its importance in the life of the community, and to secure his support for its activities ; and

(iii) To arouse among local government officers themselves a higher "service consciousness" and thus a keener desire to improve the quality of their service, both individually and collectively.

In seeking to achieve these objectives we regard public relations not primarily as propaganda on behalf of the special interests of local government, the service, or the officer, but as a bridge between local government and the community it serves—a bridge over which traffic may pass in both directions. On the one hand, the policy should seek to interpret local government to the public and by information and explanation to arouse public interest in it ; and on the other hand it should seek to interpret the public to the service with a view to ensuring that, as far as is practicable, local government fully meets the public need and that its activities provide the public with what it wants in the way it wants it.

For these purposes we have envisaged a comprehensive machinery at both national and local levels. At the national level, we have the public relations department at headquarters, whose function is to conduct public relations work nationally, making use of press, radio, films, books, pamphlets, lectures, contacts with educational and other national organizations, and all other available media on a national scale. At the local level, we have invited branches and district committees to appoint public relations committees and officers, whose function is to carry out the policy locally, in accordance with local conditions and opportunities.

Post-war Need—And Opportunity

Post-war conditions will both increase the need of and extend the opportunities for the public relations policy. On the one hand, the probability of a national campaign of economy and retrenchment—from which past experience suggests that the public service is likely to be the first sufferer—will call for strong defensive measures. On the other hand, reconstruction and the expansion of the social services are likely—as, indeed, they are doing already—to arouse more public interest in local government and thus to provide a fruitful field for a public relations programme. At the same time, the return of many of the younger officers from the Forces will provide the personnel needed to carry out that programme.

While national publicity is essential, the most valuable public relations work for local government will always be that which is conducted locally. It is therefore essential that the branch and district organization be put upon a sound footing.

It is suggested that, as soon as practicable, a vigorous and sustained campaign be opened . . . to persuade every branch in the country to take up public relations energetically. Branches should be invited to appoint strong public relations committees and public relations officers to carry out the campaign in co-operation with headquarters, and headquarters should provide them with all possible assistance . . .

Branches should be encouraged to secure the interest and support of the local authorities, with the object, ultimately, of persuading local authorities to take over much of the work of public relations themselves, and to appoint public relations officers to their staffs. In the task of building up a public relations organization for local government, NALGO cannot hope to do more than blaze the trail. Its pioneering enterprise will succeed only when the major part of the task—that of publicising the activities and institution of local government—has been taken over by the local authorities themselves, whose proper function it is. In seeking that objective, the Association will have the opportunity to enter into fruitful co-operation with local authorities in a field where interests coincide more closely than they do in the existing local joint committees ; and when the objective has been attained, it will still have left in its hands the duty of engaging in public relations on behalf of the local government officer.

District Committees' Part

District committees might play a most useful part in the development of the campaign. While they would not, as a rule, be expected to embark on specific publicity projects (although some have done that with success) they could act as a most valuable agency for stimulating and co-ordinating branch activities in their areas.

It is suggested, therefore, that each district committee be invited to appoint a public relations committee and a public relations officer. It would be the function of this committee and officer to

(*a*) Conduct regular surveys of branch public relations activity, encouraging branches which had not appointed public relations committees to do so, and generally stimulating enterprise within the district ;

(*b*) Co-ordinate specific activities within the district—e.g. by organizing joint press campaigns, joint exhibitions, etc. ;

(*c*) Seek local authority support through provincial Whitley Councils ;

(*d*) Organize regular meetings of public relations officers in the district to compare notes, discuss projects, co-operate in particular schemes, and exchange ideas ; and

(*e*) Generally, to act as a link between headquarters and the branches.

A PROGRESSIVE JOURNAL
Essential to NALGO

Possession of an alert, interesting and progressive journal is essential to the Association for three reasons :

(i) As the only means it possesses of maintaining direct contact with every member, of conveying information to members, of eliciting, discussing, crystallizing, and directing opinion, and of welding the Association into a united and forceful movement ;

(ii) As a means of informing local authorities of the views of the Association ; and

(iii) As a means of informing the public of the views of the service, of influencing public opinion on matters of service interest, and, obversely, of informing the service of the views of the public and of influencing it in directions which public opinion suggests it should take.

LOCAL GOVERNMENT SERVICE, while it has gone some way to meeting these three requirements, cannot at present fully satisfy them. It suffers from a number of serious handicaps :

(i) Monthly publication and limitation of size greatly restrict its value. . .

(ii) In its present form, with much of its space necessarily devoted to matters of domestic and trade union interest, the journal is unlikely to appeal to more than a minority of members of the public. . .

From this it follows that, if NALGO is to influence public opinion through a publication under its control, as Conference has repeatedly indicated that it should, then that publication must be largely devoted to matters of direct interest to the public—or, at least, to the socially conscious section of the public.

The type of journal visualized is one which would deal in as interesting, simple, "popular," and non-technical a manner as possible with the whole range of local government activity, describing existing services and practices, inviting and publishing details of new ideas and methods, and acting as a forum for the ventilation of suggestions, comments, and criticisms on all matters of interest in the field of local government and public social service. It should seek contributions of the highest standard from all sources, lay and professional. It should be profusely illustrated with photographs of the highest technical, artistic, and "human interest" standards.

There are, it is suggested, great possibilities today for such a journal . . . Apart from local government officers themselves, more and more members of the public are becoming socially conscious. Hundreds of thousands of men and women in the Forces have had their interest in social questions aroused by the Army Education Corps and the Army Bureau of Current Affairs. All over the country community centres and clubs and organizations of all kinds are doing similar work. Within a few years, the "Junior Colleges" envisaged in the Education Act will, we hope, be turning out young citizens with a

keener interest in civic matters. For many years, the interest of the nation is likely to be largely devoted to measures of national reconstruction, in which local government will have a large share.

A journal of the type indicated would not, of course, be able to deal with those matters of purely trade union and domestic interest which take up such a high proportion of the space of the present LOCAL GOVERNMENT SERVICE. It could cover, editorially, all major questions of Association policy which are of general interest . . . but it should not be expected to cover local or purely N A L G O affairs. There would thus be need for some additional means of contact between headquarters and branches.

This might be secured in two ways:

(i) The publication of a "Headquarters Bulletin," containing reports, announcements, directions, and news of interest to members only; and

(ii) A great expansion in the development of branch and district magazines.

Before the war, the branch magazine movement was expanding rapidly and it is not unreasonable to expect that, after present paper restrictions have been removed, most branches will be able to publish their own magazines, while the publication of magazines by district committees would cover those smaller branches and sections which cannot publish a magazine of their own . . .

The report goes on to present detailed proposals for the reshaping of LOCAL GOVERNMENT SERVICE. It would be premature to disclose these at the moment, but it can confidently be said that, if and when the plans materialise, then the Council will have completely fulfilled the direction of the 1936 Conference, declaring that "it is of vital importance, and in the best interests of the local government service and its officers, that the Association should possess a publication or publications through which public thought on local government and local government questions can be directed."

"A President Without Peer"

Other matters dealt with by or reported to the National Executive Council included:

Tribute to Mr. C. A. W. Roberts.—On behalf of the Council, Mr. E. A. S. Young, chairman, presented to Mr. C. A. W. Roberts an illuminated volume, prepared by Mr. J. Y. Fawcett (N. Eastern District), as a token of appreciation of his services as president of the Association, and many members paid warm tribute to his magnificent record of service to N A L G O and his kindly and genial influence in its affairs. Before the Council was a letter from Mr. T. J. Metcalfe, secretary of the Smethwick branch, expressing regret that the postponement of Conference had denied to delegates the opportunity of expressing in person their regard and affection for Mr. Roberts—"a president without peer in the history of our Association"—and adding:

"We who were privileged to be present at the 1943 Conference, when he took the helm under unprecedented circumstances and steered us safely through troubled waters, remember with pride his gentleness yet firmness, his tact and forthrightness—diametrically opposed virtues seldom exhibited on a single occasion by any one man . . .

"During his year as president he has inspired us all by his timely public utterances and the vigour of his written word. Here unquestionably is a man devoted to the services of local government officers. Aye, much more than that, a man whose ideals transcend the mundane and who, in placing service before reward, has shown an example we would all do well to emulate! He knows that the bedrock of a true and lasting democracy is a purposeful, enlightened, and humane local government, and none has been so tireless in praising the value of community service, nor any practised it in fuller measure. . . May I, in the name of branch officers and members, thank him heartily and sincerely for his leadership, courage and high purpose. N A L G O has indeed been well served."

Mr. A. A. Garrard Installed.—Mr. Roberts, after replying to these tributes, formally presented Mr. A. A. Garrard as president for 1944-45, expressing regret that circumstances had prevented the usual Conference induction ceremony.

MINISTER'S TRIBUTE TO CIVIL DEFENCE

"Toil, Devotion, Courage"

WE publish with pride the Order of the Day to the civil defence services (including the fire guard) sent out by Mr. Herbert Morrison, Minister of Home Security, on Battle of Britain Sunday:

On Sunday, September 17, we celebrate the victory of the Battle of Britain—a battle in which the civil defence services fought side by side with the R.A.F. and the anti-aircraft batteries against powerful forces of enemy bombers.

On this day civil defence can look back with pride over more than five years of active service. You can remember the vital part you played in bringing the country triumphantly through the ordeal of the blitz, your training and watchfulness during the lull that followed, and your preparedness in the Baedeker raids and the tip-and-run raids on the coast. Your latest battle is just ended. In the flying bomb attacks the civil defence services of London and the south, helped by mobile columns and thousands of volunteers from other parts of the country, had their greatest triumph. On all sides I hear praise from our allies as well as from our own countrymen for the skill and efficiency of the Services and not less for the kindness and humanity of their individual members . . .

Though I cannot say that the work of all of you is finished, and no one must assume that all danger is past, it is now possible to reduce the scale of our preparations.

Some of those who have borne the heat and burden of the day, giving part-time service in their precious leisure hours, can now be relieved of this addition to their war-time burden.

Some of those wholly employed as members of the services can now be spared for other labour in the cause of coming victory.

These men and women will leave the services in the knowledge that they have done a fine and satisfying job and that they carry with them the gratitude of the people whom they have served so faithfully and so well.

Nevertheless, we are fighting an enemy who is as ruthless as he is desperate. He would set great store by some parting shots at this country, the first great free nation to oppose him and still in the first rank of his conquerors; and I know that civil defence will stand ready for any call until victory is complete.

To all of you, therefore, whether in accordance with the ever-changing needs of war you leave the civil defence services or carry on in them I would say, thank you.

You have saved human lives, cared for people in trouble, healed their injuries, rescued their possessions, and done what you could to put their damaged houses in order. By fire-fighting and salvage you have saved industries and stores from destruction. You have kept target areas alive, when the enemy intended that they should be dead or crippled. Your toil, your devotion, and your courage will go down to history as a testimony to the greatness of a free people.

Mr. Garrard expressed appreciation of the honour conferred on him and his eagerness to serve N A L G O in every practicable way during his term of office.

Educational Appointments.—The Association is to seek discussion with the Association of Directors and Secretaries for Education, the National Union of Teachers, and the Ministry of Education, with the object of ensuring that when administrative appointments are made to the staffs of education authorities, undue prominence is not given to teaching experience and equal opportunity is given to members of N A L G O who have made the administrative service their career. This move was urged by the North Eastern district committee in a notice of motion for the Conference agenda.

Equal Pay Commission.—The Prime Minister is considering the Association's application for a seat on the Royal Commission on Equal Pay. In the meantime, a sub-committee consisting of Miss E. Dawson, Miss I. Stansfield, and Messrs. H. Allen and E. L. Riley, has been appointed to consider procedure and prepare evidence for presentation to the Commission. N A L G O is also to consult with the civil service unions and the National Union of Teachers.

Whiteleyism.—N A L G O is to urge the Minister of Health to use his influence to induce all local authorities to become members of the appropriate provincial councils. This action was proposed by Bridlington branch in a notice of motion on the Conference agenda.

War Service Pay.—Out of 1,530 local authorities in the country only 11—three boroughs, six urban districts, and two rural districts—are not yet supplementing the war pay of members of their staffs in the Forces. Of the remainder, 452 are making up pay in full, 493 are making it up in part, 167 have adopted the "Bolton" terms, 148 are dealing with each case on merit, and 259 have no officers affected.

Cost of Living Bonus.—At July 14, nearly 127,000 officers in England and Wales were receiving war bonus in accordance with the fifth award of the National Whitley Council—111,000, employed by 910 local authorities, in full, and 16,000, employed by 12 local authorities, with a "ceiling." Four hundred and six local authorities were paying bonus on other scales. In Scotland, 16,865 officers, employed by 99 authorities, were receiving the 7th award of the Scottish J.I.C., and seven authorities were paying other scales.

Grants to Universities.—Grants of £50 each are to be made to Glasgow, Liverpool, and Manchester Universities, to King's College, Newcastle, and to Barnett House, Oxford, and of £25 to the London School of Economics, provided they organise courses for a degree or diploma in public administration during the coming session.

Scholarships Again.—The N A L G O scholarships scheme, suspended on the outbreak of war, is to be revived immediatelty. For the time being, scholarships will be available only to assist members preparing for a degree or diploma in public administration. This is, of course, in addition to the special scholarships for nurses, inaugurated last year, which are being continued.

New Headquarters Appointments.—J. B. Swinden, deputy general secretary and organising secretary, is to retire on superannuation on March 24 next. To meet the position that will then arise, the Council agreed on the following staff changes:

Haden Corser, district officer for the North Western and North Wales district, to be appointed chief organisation officer and to be transferred from Manchester to London. Mr. Corser will continue to be national Whitley Officer and secretary of the staff side of the National Whitley Council;

W. Cecil Wood to be transferred from the Yorkshire district to the North Western district;

N. M. Woodcock to be transferred from the Southern and South Western districts to the Yorkshire district;

D. Newman to be transferred from the Metropolitan district to the Southern and South Western districts, in a temporary capacity;

Miss A. M. Prime, women's organiser, to be appointed temporarily as acting assistant district officer, Metropolitan district.

All these new appointments take effect from January 1 next, but each of the transferred district officers will go to his new district before then. Miss Prime and Mr. Newman are already at work in their new areas.

Mr. E. A. S. Young, who was re-elected chairman of the Council, presided, and others present included Messrs. H. Allen, E. F. Bacon, F. Bainbridge, W. R. Beevers, G. T. Belton, L. Bevan, N. W. Bingham, H. Blizard, A. G. Bolton, S. H. Brodie, J. Brown, R. D. Brown, J. Chaston, A. Clark, Miss E. Dawson, Messrs. W. O. Dodd, J. W. Edmonds, J. Y. Fawcett, A. A. Garrard, D. L. Griffiths, F. H. Harrod, R. E. Heron, S. A. Hughes, H. W. John, H. R. Jones, H. Joyce, G. Llewelyn, S. Lord, R. McGill, E. H. Mason, C. J. Newman, T. Nolan, H. Norton, A. E. Nortrop, A. E. Odell, A. Denton-Ogden, D. J. Osborne, J. Pepper, G. W. Phillips, W. Pitt-Steele, E. L. Riley (vice-chairman), C. A. W. Roberts, W. Rowlands, L. C. St. Leger Yeend, R. T. Shears, T. Spence, W. Strother, H. Taylor, L. H. Taylor, W. Threlfall, J. H. Tyrrell, J. S. Underwood, W. E. Veasey, and J. Young.

Include a Branch Magazine Among Your Post-War Plans!

By "JACKASS" (ex-Editor, "Sheffield Guild Journal")

EVERYBODY is obsessed with post-war planning. Every second book or pamphlet published is a post-war plan for something—usually prepared by somebody with an axe to grind. If NALGO's propaganda (or should I say public relations policy?) is to put an edge on our particular axe, we must do some planning, too.

What is our particular axe—the primary object of our Association? Surely to see that local government officers get what the railways used to clamour for—a "square deal"; not preferential treatment, not something for nothing, but fair play in comparison with the rest of the community. Only by the co-ordinated efforts of the Association and the branches shall we succeed.

Many believe that at the end of this war we shall avoid the follies of 1920 onwards—the retrenchment which stifled enterprise, the wage-cutting which reduced purchasing power and increased unemployment, the cutting of our coats according to our cloth instead of making more cloth. I am not so sure; there have already been too many references to the "stringent economies which will be necessary" to re-establish our financial position and recapture our export markets. If the wage-and-salary-cuts road to prosperity is tried again, even though experience has already shown it leads the other way, local government officers will know who will be among the first to suffer. Many fail to realise that the present compulsory arbitration machinery is "for the duration" only, and may not be made permanent; in any case, tribunals can award reductions as well as increases.

Therefore, we must keep our weapons bright. One of the most potent is print. The National Executive Council has already approved in principle the outline of a scheme to improve LOCAL GOVERNMENT SERVICE into a publication fully representative of the service. If the scheme is carried through with courage and enterprise, that pressing need will be met; but the need for supplementary local journals will remain.

Every branch of any size at all can and should prepare now to issue a magazine as soon as peace brings a relaxation of the present paper restrictions. Those branches which have journals, and to their credit have maintained them despite wartime difficulties, should plan how to improve.

It is impossible for a branch of one or two hundred members to issue a printed magazine; it is easy and well worth-while for it to issue a cyclostyled one. Very small branches probably can't do that—but they can and should issue a regular broadsheet. NALGO news should run as swiftly in the small branch as the large.

I urge all branch executive committees now to set up a small special sub-committee to review what contribution the branch can make towards making NALGO's voice heard everywhere. If a branch journal exists already, contemplate increasing the frequency of publication; a quarterly issue is a report, not a magazine, and has no propaganda value because it lags behind events.

First, find your editor. Look beyond the executive committee if necessary. Seek an energetic young officer with a nose for news and a capacity to write, rather than an academic type who would fill his pages with valuable material no one would read. If your choice is still in the Forces, write to him and put the proposition to him as a post-war plan. Having chosen your editor, unless your relations with your council are such that responsibility is best shared among a committee, give him a free hand. Reading scores of branch magazines has convinced me that the best are those which bear the plain imprint of a vigorous personality as editor.

That doesn't mean that the function of a branch magazine is to slang the employing council. It does mean that where the staff are not receiving fair play, the magazine should say so bluntly—with reasons. There are still a few councils of the type which will resent plain speaking by the staff, but their number is diminishing, and the diehards must be educated.

There are three ways of financing a journal: out of branch funds, which is desirable where it can be done; out of advertising revenue; and by making a small charge per copy. The present price of paper makes advertisements hardly worth having, but increased supplies will alter that. If you make a charge per copy, rather than collecting twopence a time get an annual subscription in advance from your members, or ask them to agree to include the price in their monthly subscription payment. The next branch annual meeting is your opportunity to provide for that.

The new editor's first difficulty will be in apportioning space between service conditions subjects, branch, social, and personal notes, contributed articles, and light reading, including humour. My advice is that if one of the four has to go, let it be the contributed article, unless it deals with a particularly local topic. Avoid (except in the biggest branches where printed issues of several pages are feasible) the serious article on local government. LOCAL GOVERNMENT SERVICE can do that. Never reprint from L.G.S., but tell your readers where to look for any item in it of local interest. Establish continuity of design and, in some degree, contributions; in other words, if you have a good humorist or a lively reporter of branch gossip, give him or her the same page in each issue. Illustrate as much as you can—cartoons are the life of print. Report as fully as your executive committee will permit all its meetings and decisions. Reprint with necessary comment all minutes of the council relating to staff, especially if they result from branch negotiations. Finally, get your journal out on time and send a copy to every councillor, and to the editors of any local newspapers. You will be surprised how often and how favourably they will quote you. One often hears it said that the Press in a town is "down on" the local government staff. Nothing of the kind! The Press is usually very fair—but if it hears only one side of a story, obviously that is the side it prints.

All this, of course, is advice to the not-yet-chosen editor of a not-yet-launched branch magazine. Why not do something about it in your branch at the next executive committee meeting? You know the kind of thing: "That a special sub-committee be appointed ——" If you don't do it, nobody else will.

Whitley Council Approves Principle of National Scales

SUBSTANTIAL progress towards the institution of national scales of salary and a national code of service conditions for local government officers in England and Wales was made at a meeting of the National Whitley Council—the fourth within less than two months—held in Manchester on September 7. The Council approved a resolution of the executive committee in the following terms:

The indefinite continuance of the present divergent provincial council salary scales and the anomalies and absence of uniformity arising therefrom are not desirable in the best interests of local government;

Steps should be taken to introduce at the appropriate time uniform national salary scales up to the limit of £700 as contemplated by the constitution; and

Conditions of recruitment, qualification, and post-entry training, and other service conditions, are the natural corollary of national salary scales, and consideration should be given at the same time to the formulation of national service conditions.

At a previous meeting, important recommendations had been made on the reinstatement and rehabilitation of local government officers discharged from H.M. Forces on medical grounds. At the meeting on September 7 the staff side gave notice that it desired consideration also to be given to the rehabilitation of officers who return from war service fit for duty. The position of every officer returning, it was argued, should be specially reviewed in the light of the remuneration or grade he might have been in but for his absence on war service. In addition, provision should be made for refresher courses and assistance in taking professional examinations. The joint secretaries were instructed to report fully on this question to the next meeting of the executive committee.

The staffs' side also reported that some local authorities were making permanent appointments to their staffs in defiance of the Whitley Council recommendation in 1940 that all wartime appointments should be temporary, so as not to prejudice the prospects of officers on war service. The council agreed to reaffirm this resolution and forward it to the provincial councils for communication to local authorities.

The council approved a number of provincial council decisions, including:

A partial revision of scales and a new sickness payments scheme submitted by the North Wales provincial council; and

A scheme of annual leave, submitted by the North Eastern district council.

An amendment by the Yorkshire provincial council to amend clause 2 of the reinstatement and rehabilitation report was referred back to that council for further consideration.

Other matters, including pre- and post-natal leave for women, the evidence to be given to the Further Education and Training Committee of the Minister of Labour, and a review of provincial council membership, were deferred.

The chairman of the employers' side, Councillor Webber of Swansea, who did excellent work as previous chairman of the full council, particularly in the negotiations for the reconstitution, had to resign from the council on leaving local government and the employers appointed Sir Joseph Lamb to be their chairman in his place.

Before the meeting, a sub-committee appointed by the council gave preliminary consideration to the salaries of masters and matrons. The joint secretaries are to meet their respective members and draw up proposals.

L.A. Membership Tops the 1,000 Mark!

More than 1,000 local authorities are now taking an active part in Whitleyism as constituent members of provincial councils. The present position is:

	Members	Non-Members
County Councils	43	19
County Boroughs	77	6
Met. Boroughs	28	*1
Boroughs	205	104
Urban Districts	385	187
Rural Districts	264	211
Totals	1002	528

** Corporation of the City of London.*

THERE are certain civilised pretences (equality of women with men being one) which gentlemen—as distinct from mere men who call spades sanguinary shovels—are accustomed to maintain with unblushing countenances in public however candidly they deride them in the few male sanctuaries still left inviolate . . . the bar parlours into which they dodge with such obvious relief away from womenfolk, however near and dear . . . the clubs with leather chairs and cigarette scarred carpets where ribboned ex-soldiers hold the gate even against W.V.S. commandants and A.T.S. sergeants . . . the moorland Home Guard huts, doubly attractive since compulsion ceased . . . and at least one other place which occurs to me.

When I say bar parlours, I mean bar parlours. Not the chromium-plated horrors where bright young men and even brighter young women rush in for weird concoctions, pour them down and rush out again, but the leisurely, smoke-filled, raftered rooms which are the core of village life; where each man has by custom his allotted seat or standing-ground, and knows his neighbour well enough but not too well; where none names his drink because the potman knows; where the only scandal spoken is the price of beer and tobacco, and the clatter of a woman's woodies never sounds. I itched to write "the frou-frou of a woman's skirts," but the times forbid. Alas, Victoria!

Such a bar parlour, in short, as we have in the "Lamb and Lion." I once asked our genial host what he would do if a woman marched in and ordered a pint. He said it couldn't happen—"none o' you gents 'ud bring 'un." I agreed, but suggested she might come alone. "There's none in Much Cowslip as darst," he said confidently. I agreed again—but suppose it was a stranger passing through? One of these modern women—hunted, shot, fished, smoked, swore, and drank—what then? He ruminated a while. "Ah dooant rightly know, John," he confessed. "'Appen Ah'd let 'un in, 'er not being a proper 'ooman. But wimmin as is wimmin—nivver! It 'ud be 'agin nacher."

But, though I do it so interestingly, I digress again. What I set out to tell you about was the sudden recrudescence of the sex war in Much Cowslip which followed the publication of last month's LOCAL GOVERNMENT SERVICE as a feminist propaganda pamphlet, with deplorable effect on domestic harmony in the homes of our members.

To some extent it was our own fault. A regrettable combination of darts wrist and tankard elbow having literally cramped my literary style and enabled some plagiaristic female from Buttercup Magna to pay me the sincerest form of compliment, the members of our branch, including myself, were naturally interested in her effort, and thought it not bad at all for a woman. Few could have done it so well, even after a man had shown them how.

Equally naturally, we drew the particular attention of our respective spouses to the counterfeit, which was a tactical error. Not only did they take it seriously—which no man dreams of doing when I write anything—but they read the rest of what Blatherpatch called "Petticoat Government Service." After a very trying day at the office because Miss Legge declined to make the afternoon tea, wash up the teacups, or make up the fire-watchers' bunks—tasks which had always devolved on her in the natural order of things—I arrived home to find the tea unlaid and Mrs. John J. . . . normally as sane as any woman can be . . . deep in a book entitled "The Worm Turns," issued by a feminist movement called Women for West Hartlepool or something like that—though why they want to go there only West Hartlepuddlians could explain.

Having been married long enough to acquire discretion, I set the table with assumed cheerfulness, breaking one or two cups in the process to remind my wife how clumsy I am (when I choose to be). She was unmoved. Worse still, she began to propagandise me. For ten minutes she told me what Beatrice Webb said about equal pay in 1918. I said it was very interesting, very interesting indeed, and carefully put the hot teapot on the polished table-top without effect; on my wife, that is, not the table.

"Did you know," asked Mrs. John J., "that Norfolk has a woman Medical Officer?"

"No, dear," I said. "What have all the others?"

"And Southall a woman Housing Manager? What's a B.Com. ?"

"Bachelor of Commerce, dear," said I, still determinedly cheerful.

"I think I'd rather be a married one," said Mrs. John, "but I'd love to be a manager or something. It must be such fun. Or a Town Clerk, like Miss Whyte—but that's in Ireland, so I don't suppose it counts."

I was cutting the bread and wondering whether it was worth cutting my fingers to remind her I was doing it. I decided it wasn't. "The point is, dear," I ventured, "that for every one who becomes a manager of anything, hundreds have to be just clerks. That's how it works out for men, anyway. And after the first twenty years, it's not such fun."

"That's because you men are so slow," said my wife, not unkindly. "You don't know how to get on. I wouldn't be a clerk long."

"You've got something there," I agreed. My patience was wearing thin.

"Oh dear!" said the new feminist. "I've let you set all the tea. Still, it's a good thing in one way. You'll have to do your share from now on."

"Oh?" said I, startled. "Why?"

"I'm going to get a job tomorrow. Aft all—don't be offended, there's a pet—yo haven't got very far, have you? If you sto at home and I work we might do better, an then you could have lots of nice suit and needn't borrow of Blatherpatch an more."

This was a crisis. I swallowed my food i lumps and made for the bar-parlour. Th Clerk—the only bachelor among us (and h spends a lot of time at Buttercup Magna)— was listening to excited stories from Blathe patch and Postlebury. All I needed to say wa "Me, too."

"It's that issue of the journal, of course," said the Clerk. "I shall raise the matter a Conference. First we have Women's Com mittees—but no Men's Committees; then w have organisers specifically for women, bu none specifically for men; and now we giv them the journal to boast how well they ar competing with us and why they ought to hav the executive jobs at our expense. Abomin able! Absolutely ab—— . . . sam again all round."

It was Blatherpatch who had the Big Ide At first the Clerk was dubious, but finall agreed. We went to our respective home pledged to stand or fall together. The wanted to work, did they? Equality, huh Right!

I entered Mon Repos, whistling defiantly As I expected, I had the supper to lay and di so with a speed and efficiency I had neve shown before. Then I broke the news.

"You were quite right at tea-time," announced. "We men have been altogethe too selfish. Going off every day to the excite ment and fulfilment of work while you poo women sat at home. All that is out of dat We must march with the times."

"I wish you wouldn't go drinking with th Clerk, dear," said my wife. "You can carry it like he can. Or afford it."

"It isn't that at all," I declared indignantly "I mean it. I've arranged with the Cler for you to take over my job. I'll stay at hom and do all the horrid housework. Equal pa for equal work. Equality of opportunity Hooray! And now I'll wash up while yo chop the firewood and fetch up the coal fo morning."

Mrs. J. was obviously shaken. "I couldn work among all those men," she demurre hesitantly.

"You won't have to," I replied. "Mrs Blatherpatch and Mrs. Postlebury will b there—and Miss Legge. We've fixed it all u between us."

"It sounds like it," said the new cler "All right, we'll show you!"

In the morning, I flatly refused to get u until the fire was lit, and I had drunk my cu of tea. This reversal of the usual routin shook my wife's morale badly, but she revive when, caroling blithely, I prepared a master

omelette (my Home Guard supper speciality) while she read the morning paper. By 8.45 a.m. it was raining heavily and a cold, easterly wind rattled the windows. My wife opened her mouth to say something, left it unsaid, and marched off in mackintosh and wellingtons. I let her get to the garden gate before calling her back to remind her she hadn't kissed me goodbye, and to call at Gumble's for the cheese ration. Then I waved to her from the warm side of the window, and, seizing the vacuum cleaner, set to work with a will.

Admittedly, it was annoying to have to start preparing lunch in due course. You men have no idea how good the morning programmes are on the wireless, or how different "elevenses" are when time is no object. Nevertheless, I made a point of dishing up a first-rate meal precisely as my breadwinner returned, still dripping, to stoke up again for the fray.

To do her justice, she had enjoyed herself. The Clerk was such a nice man, and gave all the really intricate work to the women. He told her the men hadn't the same interest in the job, and thought only of getting married so they could start housekeeping. Naturally, she was finding it a bit difficult at first, but she expected she would soon drop into it. I said I was sure she would.

Apparently she did. On the third day, she came home in tears. The Clerk—"that beast"—had made such a fuss because she lost a few silly old papers. He called her a nincompoop—fancy, a nincompoop! Nothing would persuade her to go to the office again.

I consoled her by telling her some of the things he used to call me, pointed out that she had undertaken the job of keeping the wolf from the door, and it was up to her to carry on, pride or no pride. Finally, she agreed.

The next day was beautifully fine, so we played our next card. Attired in our nattiest tweeds, Blatherpatch, Postlebury and I called during the afternoon "just to say hello" on our way to an afternoon's carefree golf. Our respective spouses, harassed by telephones, irate ratepayers, and the Clerk's nerve-shattering roars for his correspondence, looked at us speculatively and smiled rather wanly as they hoped we had a good time.

Blatherpatch rather overdid matters by touching his wife for half-a-crown pocket-money.

That evening, my wife was unusually quiet while I told her what a jolly day we had had, and even quieter when I gave her the electricity and gas bills which had just come in. After tea, she went out to see Mrs. B. and Mrs. P. When she came back, the war was over.

"John, dear," she said, "I don't like the thought of you being penned up here all day after you've been used to going to the office. You must miss it dreadfully. And I—I don't think I want to work after all. It seems nice when you haven't got to, but when you have to . . . every day . . . and being there at nine and can't go out till twelve-thirty, and be back again at two . . . and all that. I don't think I like it after all."

"Never mind, dear," I encouraged her. "I used to feel like that at first, but you'll get used to it eventually."

"I don't want to get used to it," said Mrs. John J. "I hate it! John, please . . ."

"Just as you wish, dear," I said amiably. I chopped the firewood and fetched up the coal while a very subdued ex-clerk laid the supper. As we were eating, she murmured, half to herself, "All those horrid figures and things. I think men are terribly clever."

"You don't know the half of it, dear," I said, my mind going back to the bar parlour a week earlier.

But next day, when Blatherpatch and I watched three gay young wives off to the tennis courts in the sunshine, and turned back to our office desks in the shadow, I wondered whether men are so terribly clever, after all.

How NALGO Protects Its Members

THE way in which NALGO successfully upholds the interests of local government officers likely to be affected by new legislation has again been demonstrated in connection with three measures recently before Parliament.

The Disabled Persons Employment Bill contained a clause providing that, where an offence under the Act had been committed by a body corporate, every person who at the time of the offence was a director or officer of the body corporate was to be deemed guilty of the offence unless he proved that the contravention was committed without his consent and connivance and that he exercised all such diligence to prevent its commission as he ought to have exercised, having regard to the nature of his functions and to all the circumstances. When the Bill was published, NALGO pointed out to the Ministry of Labour and National Service that this clause was unsatisfactory. Although the Minister declined to amend the clause, for which there were precedents in pre-war legislation, he gave an assurance that he would not initiate proceedings against an officer of a local authority unless he were satisfied that there was a good *prima facie* case against him.

The Education Bill contained a clause providing for compensation for loss of office or diminution of emoluments for officers of district councils whose functions were to be transferred to county councils, but made no similar provision for officers of county councils who might be affected, nor for officers now on war service. NALGO thereupon made representations to the Board of Education. As a result of these, when the Bill was before the House of Lords, Lord Selborne, on behalf of the Government, moved an amendment to include officers of county education authorities within the scope of the compensation clause. He also announced that the Government proposed to introduce a special Bill to provide compensation for local government officers affected by the Education Bill, the Food and Drugs (Milk and Dairies) Bill, and the Agriculture (Miscellaneous Provisions) Bill who are on war service at the date of the transference of powers.

On the passage of the Food and Drugs (Milk and Dairies) Bill through the House of Commons, NALGO secured an amendment providing that, where a period of war service was reckoned for superannuation purposes, the emoluments of the officer affected should be deemed to be such as he would have received had he not been engaged on war service.

When the Government's proposal to establish a National Agricultural Advisory Service was announced, NALGO sent a deputation to the Ministry of Agriculture asking that:

All officers, including those on war service, employed whole time in the agricultural services of a county council should be given an opportunity of transferring to the new Ministry;

The salaries to be paid them should be not less than their former salaries; and

Compensation should be paid to any not taken over and who suffered financial loss in consequence of the legislation.

The first and third points were satisfactorily dealt with in the Agriculture (Miscellaneous Provisions) Bill. On the second point, the Minister of Agriculture, Mr. R. S. Hudson, said that, while he could not give a binding undertaking, it was his intention that no officer transferred should get a lower salary than he was getting at the date of transfer. Should any question arise over the implementation of this assurance, then he would discuss it with NALGO.

AT RANDOM—"By Hyperion"

Mistaken Identity

"My dear doctor," he said, "don't you find these telephones a great bother? People won't pronounce their consonants. Why, only this morning as I was taking my bath my servant told me that the Countess of Ayr wanted to speak to me at once on the telephone. Throwing a towel round myself, I hurried along the passage, and who do you think it was? The County Surveyor!"

—*Dr. Phelps, Provost of Oriel.*

* * *

"Do as I Say, Not as I Do!"

When the *Telegraph and Argus* tried to interview Alderman H. Hudson, chairman of the Holidays-at-Home Committee, this morning, they were informed that he had gone away for his holidays, and was not likely to be back in Bradford for at least ten days.

—*Bradford Telegraph and Argus.*

* * *

Wrong Bird

A naval friend who recently took over the command at a West of England port was inspecting his W.R.N.S. unit. He asked one of them if she would catch him some fish in the harbour in her spare time.

"Sir," she replied, "I am a Wren, not a cormorant."

* * *

The Difference

Susy, young daughter of Mark Twain, once wrote in her diary:

"The difference between Mama and Papa is that Mama loves morals and Papa loves cats."

* * *

A Rose By Any Other Name.

Read in *The Times* about some proposal to abolish the phrase "domestic servant," and substitute "domestician." What nonsense! An undertaker has the same ghastly function whether you call him that or a "mortician." I remember a witty Grand Guignol farce in which, in the course of twenty years, a kitchen-maid was promoted to waitress, housekeeper, mistress, wife. As the curtain came down she said:

"Quand-même, c'est toujours moi qui vide le vase de nuit!"—*James Agate in "Ego 3."*

Emancipation

For centuries the position of Arab women in North Africa was lowly. When travelling, the man always rode the family donkey while the woman, carrying the household goods, walked behind. But customs have changed. The man still rides the donkey, but the woman has been emancipated. Now she walks in front. There might be land mines!—*Reader's Digest.*

* * *

Epitaph for Crooners

Swans sing before they die—'twere no bad thing should certain persons die before they sing.

—*S. T. Coleridge.*

* * *

Brevities

An idea isn't responsible for the people who believe in it.—*Don Marquis.*

* * *

Cave-men, I am convinced, never wound wool.

—*James Laver.*

* * *

"*Are you troubled with improper thoughts?*"

"*No, I enjoy them.*"—Douglas Zombie.

* * *

Mal de mer—that's French for you can't take it with you.—*Eddie Cantor.*

* * *

It is a funny thing about life—if you refuse to accept anything but the best you very often get it.—*Somerset Maugham.*

* * *

Tradition is a sort of accumulated commonsense of centuries—a sort of balance to keep us on an even keel.—*Sir Arnold Wilson.*

* * *

Women

A wife who keeps the corners of her mouth up and the tone of her voice down can manage almost any situation.

* * *

Some girls are afraid of mice. Others have ugly legs.—*Norman Bull Horn.*

* * *

Overheard.

"A pound a week and no 'usband—it's 'eaven!"

Radical Approach Essential to Solve Land and Planning Impasse

ONE of the most regrettable features of the present widespread criticism of the Government's White Paper on the Control of Land Use and of the new Town and Country Planning Bill is the general acceptance of the Uthwatt report as having propounded radical and progressive measures for dealing with the land problem.

The Uthwatt Committee consisted of two distinguished lawyers and two distinguished land surveyors; no one would dispute that they were without "ostensible political allegiance" (to quote your leading article in the August journal), but would they themselves deny that any man who has for long been a loyal member of a profession can avoid becoming affected, probably unconsciously, by a professional "allegiance."

The abolition of private land tenure, the radical simplification of the present multifarious and complicated estates and interests in land, the compulsory registration of all titles to land, or any similar measure, would strike harsh blows against all conveyancing lawyers and all land agents, estate surveyors, and the like. Was it to be expected that the Uthwatt Committee would recommend the adoption of any system so likely to reduce the profits of the professions from which its members were drawn?

From Para. 356 of page 155 of the Uthwatt report, I quote the following: "Another member goes further and objects to the principle of the proposal as involving land nationalisation *to which he is opposed.*" (The italics are mine.) Could disinterested objectivity of approach be bettered?

The truth is that, since William the Conqueror by an act of usurpation of the freehold title to the land in our country, founded the titles upon which most present private land owners' titles are based, the nation has assented to the perpetuation of a grievous wrong.

By virtue of the limited extent of land available for occupation by the nation, land is necessarily the subject of a monopoly, notwithstanding the fact that the monopoly is shared by fairly large numbers of persons who, however, form a minority of the nation.

Each of us, as an ordinary citizen, may sleep, eat, move, and carry out his day's work only by the permission of the existing community of the "land owners of England," and in consideration of the payment of rent which, directly or indirectly, forms an element of the cost of nearly all commodities and services.

It is almost incredible that the nation, in its ignorance, should assent to the continuance of this state of affairs. Obviously the position should be that if the nation will permit (as it must for a matter of convenience) a limited number of persons to have the temporary private use of individual portions of the nation's land (which should be done under leases designed for that purpose) it is these lessee-occupiers who should pay rent to the nation.

The Uthwatt Report, the Government's White Paper, and the Town and Country Planning Bill perpetuate our national habit of refusing to examine first principles with a view to insisting upon our social order being built on sound foundations related to the ethics of our Christian faith and civilisation, and preferring to allow a wrong principle to be perpetuated provided that, by means of a mass of complicated and expensive litigation, some of its worst abuses are mitigated.

I add a few criticisms of the Bill to those set out in your previous article on this subject.

Presumably by reference to an obvious principle of natural justice, the individual property owner, whose property has been destroyed by enemy action, is to receive compensation from the nation, he paying his own proportional contribution to the War Damage Commission's National Fund. By what perversion of logic is it now suggested that the individual community, city, town, or village should not look to the nation for the recompensing of its communal loss through enemy action, but should bear part of the burden itself?

The Government is apparently suffering from the delusion that every blitzed town has, lying immediately within or adjacent to its boundaries, a suitable "over-spill" area in which to carry out additional urban development necessary to permit of the proper re-development of its original area, adequately spaced out to meet modern standards of town planning. In many blitzed areas in London such conditions simply do not exist and there are already plans for the further extension of London's appallingly distended size. To a lesser degree, the same is true of Birmingham, Liverpool, Manchester, and the conurbations of East Lancashire and the West Riding. Further to extend these built-up areas would, in view of the potential development of aerial warfare, involve the nadir of vision. Moreover, most agree that the members of a community not exceeding 200,000 enjoy a richer life than the unhappy inhabitants of our swollen cities, whose pockets, nerves, and time are continually strained by their long journeys to and from work.

It should have been an elementary first step for the Ministry of Town and Country Planning to undertake or initiate the building of at least a dozen new cities, each envisaged from the outset as an independent county borough, into which the overflow from our crowded towns could move, thus giving the latter an opportunity of reducing the appalling congestion and overcrowding which they have inherited from the industrial revolution.

Under the usual excuse that pressure of time, with the end of the war imminent, necessitates our pursuing our national habit of expedient-mongering, I fear that we shall see the Town and Country Planning Bill, possibly somewhat amended, become law. If, however, the present opportunity is not taken for dealing with the land problem on radical lines, we need not expect that we can escape the consequences of our own unwillingness to probe our social problems to the core and to re-build our society upon a sound basis.

LEX.

This subject is referred to in another leading article this month, on Page 183.

READERS' FORUM

Contributions for the November journal must reach the editor, 24, Abingdon Street, London, S.W.1, not later than Thursday, October 19th.

BUILDING AN "A1" NATION

Why Not Municipal Gymnasia?

MUCH has been discussed and proposed recently on post-war national health, the physical betterment of the individual by State medical services, improved housing, the study of dietetics, and constant and consistent medical guardianship. Even more has been achieved in the scientific field by the discovery of drugs, both curative and prophylactic. The development of the sulfa drugs, penicillin, and diasone, proclaims a new era in the war on pain and disease. Yet little, apparently, has been said or done to propagate preventive as opposed to curative measures. That "prevention is better than cure" is an old and well-worn adage, but one, nevertheless, which the nation might well adopt in the struggle against sickness. The incidence of such illnesses as the common cold, influenza, and tuberculosis could be drastically reduced if only the nation were educated in "physical prophylactics."

In the Services, physical training, frequent and consistent, is an intrinsic part of a man's, and a woman's, life. The benefits are obvious everywhere. The old story of the weedy youth who joined up and returned six months later a young giant is no fallacy. It does happen, and these men have grown to like P.T. and to realise its value, have learned to take a pride in their physical development with its added mental keenness, and when the war is won and they return home they will want to continue. But where will the opportunities be available? There are, of course, private gymnasia and athletic clubs, but the spirit of competition and gain is the keynote of most of those. That spirit has its value, but the people of whom I am thinking want merely to keep their minds and bodies in tone, not to train to concert pitch for a competitive event.

There are municipal theatres, lidos, and even pig clubs, so why not a municipal gymnasium—a place, fully equipped, where men and women can go for an hour or so in the evenings and, under the guidance of a qualified instructor, build up their physique and resistance to disease? It could be run on social lines, purely voluntary in all respects.

I am convinced that not half enough time is spent in the majority of schools on P.T. Educate the youth of the nation to take a pride in their bodies, make them understand that P.T. has a real, racial purpose in combating the spread of disease. Our Scandinavian neighbours, and even our present enemy, Germany, have long been renowned for their physical prowess. Let us take a leaf from their book, give our people a lead, and Britain will be well on her way to becoming an A1 nation instead of the C3 apology she is to-day.

Such a scheme, if widely developed, would elevate national pride and character enormously. Construction costs would be well within the possibility of post-war planning and reconstruction. There should be no difficulty about instructors—hundreds will be demobilised after the war, and will be seeking employment. If paid employment is not acceptable, young men and women from the post-war youth training schemes might be asked to accept instructor's posts voluntarily.

Under such a scheme, sound, systematic recreation would be provided not only for the sedentary workers but for the rising generation of England, the youth which now haunts the cinema, dance-hall, and amusement arcade, aimlessly and without ambition. The benefits are manifold and varied—a check to disease, mental alertness, civic pride and, above all, the pride of being a part of a great and A1 nation. What do you think, N A L G O?

Tottenham. F. SHULTS (Lt., R.N.V.R.).

HOSPITAL STEWARDS' SALARIES

Revision Needed

THE advertisement for a service clerk to take charge of the steward's general office in a West Sussex C.C. hospital at a salary of £150-£225 which you pillory in the August journal is typical of conditions in hospitals and institutions for all grades of staff for a number of years. The conditions of service of nursing staffs have at long last received deserved revision, but other staffs at these establishments—particularly resident—continue under the same disgusting conditions and salaries.

In the same issue you quote the statement in the London Hospital report that it is not possible to run an efficient hospital under local government. Municipal hospitals cannot expect to be run efficiently until they can attract the right type of staff, be it domestic, clerical, or administrative. Until it is realised that a man who is an excellent surgeon or physician is not necessarily an administrator (his very training as a doctor is not conducive to efficiency as an administrator) and until the salaries offered to officers trained and experienced in hospital administration are commensurate with the responsibilities, such assertions will have justification.

Hospital salaries are too often fixed with an eye on the remuneration of clerical grades in town or county hall, although such comparisons are irrelevant. The hospital is open twenty-four hours a day, seven days a week, every day in the year, and there is no such thing, for instance, as two days off at each Bank Holiday and similar amenities enjoyed by central office staffs.

Many municipal hospitals cater for up to 20,000

als a week, for which the steward is mainly ponsible. In commercial life, this duty alone uld be the sole responsibility of a catering nager commanding a salary of at least £500. You report that a special committee of the tional Whitley Council is to examine scales salaries for masters and non-nursing matrons hospitals and institutions, but what about the aries of stewards at hospitals administered der the Public Health Acts ?

"SPERO MELIORA."

ECTRICITY—A BATTLEGROUND

blic Control Needed

your review in the August Journal of the Labour Research Department's booklet on ctricity supply, you say that "local authoris and consumers will have to put up a strong ht to ensure control of the industry in the blic interest." But how is the common man en remotely to influence the powerful commerl combines arrayed against him ?

A contributor to the "Spectator" of August 4 erts that many electricity companies have paid "capital bonus" to shareholders, in one case ounting to 220 per cent., and the shareholders ll receive large dividends on the paid-off pital, the total capital bonuses amounting to re than £22,250,000 !

Years ago we were told that under the auspices the Electricity Commissioners we were to have eap and abundant electricity, yet these figures ow that the control of the industry has been thing but a ghastly farce.

In 1938, I bought municipally provided ctricity in Hampstead at the flat-rate prices of d. a unit (light), and ½d. a unit (heating, cooking d power). Hampstead bought the electricity bulk from St. Marylebone for .6d. a unit, and ld current for heating and power at a loss of .1d., d yet made an all-round profit which was used keep the installation up to date. Here, in evon, the supply is by a private company buying bulk from the Portishead power station. In 38, according to the "Electrical Times," neration costs at Portishead were .15d. per it—yet the prices to consumers were 9d. for ht and 4d. for power. Current passes over the ansmission lines of two intervening companies, ch of which, apparently, gets a rake-off.

Ravenscroft, J. P. HODGE.
Colyford, Colyton, Devon.

OLUNTARY RETIREMENT AT 60

A L G O Seeking It

OME months ago I read in LOCAL GOVERNMENT SERVICE a suggestion that voluntary tirement for officers of either sex at 60 should made possible. This would help greatly in aking room for others after the war. I should ke to retire next year, feeling unable to carry longer. Others, I am sure, are feeling the me. If N A L G O could do anything in this atter there is little doubt it would give general tisfaction, more so, perhaps, to women, who in me, if not in all, cases are feeling at that age e strain of war, and would prefer a rest, even if ith less income, rather than the risk of a break- own, and compulsory retirement.

LONDON MEMBER.

In response to references by the Annual Conference 1943, the National Executive Council has decided to include amongst the amendments of the Local Government Superannuation Acts which the Association is to seek to obtain, one to provide for the right of an officer (man or woman) to retire on superannuation at the age of sixty, irrespective of years of service. There is, however, little prospect of any Bill to amend the Superannuation Acts being promoted in Parliament until after the war.

"London Member" can retire on superannuation now if she can furnish a medical certificate to show that she has become incapable of discharging her duties by reason of permanent ill-health or infirmity of mind or body.

HE SOLICITOR'S JOB

nformation—or Advice ?

ASSISTANT SOLICITOR," writing in the September women's number of er experiences in a legal department, states: Since most town clerks' offices are now *advising* n the Rent Restrictions Acts, a job generally llocated to the assistant solicitor, this provides mple interviewing work . . ."

Advising ? Surely not ? Local authorities may nly "publish information" and have no ower to give advice in particular cases. Or has ie ubiquitous woman passed a "special Act?"

"LEGAL CLERK."

ARE WE SNOBS ?

"Fools On Pedestals"

"PTE. HEEP" asks in the August Journal, "Are We Snobs ?" Perhaps not all, but far too many of the black-coated classes are, in private firms as well as in local government. They have made themselves fools on pedestals. I live in a working-class neighbourhood, and those who live in avenues and mansions enjoy making sly jibes at my road. Some will not patronise civic restaurants, mainly because there are no flowers on the tables and the company "is not quite good, old man." The snobs have voted against N A L G O joining the T.U.C., yet broadminded journalists' and bank clerks' associations have done so. Then, at general election times we see poorly paid clerks exhibiting a card in their windows supporting a candidate who is utterly opposed to their interests.

Surrey. L. J. B.

UNSUCCESSFUL CANDIDATES

Why Not Let Them Know ?

WHY cannot all local authorities acknowledge applications for positions advertised ? However many are received it would cost little, in either postage or time, to send a circular to those not chosen for interview. But if this little courtesy is thought too much trouble, why not say in the advertisement that applicants not advised by a certain date may assume that the appointment has been made.

"STRONG FEELINGS."

MORE ABOUT WOMEN

We publish below a further selection of the many letters sent in for last month's special women's number, together with others which its publication prompted.

EQUAL PAY—A SOLUTION

Income Tax the Key

EVERY mention of equal pay for equal work seems to develop friction, owing, no doubt, to the fact that a man's natural instinct is to fight for his wife and child and his natural fear that a big influx of women workers would take away his livelihood.

The crux of the problem seems to me to be not so much the status of the working woman as her status in relation to the wife and mother. For most women, the highest and best work is that of home-making, but in the past a mother's legal status has approached that of a vassal—although, in the normal family, she is indispensable.

There are two possible solutions—that every worker should be paid according to his responsibilities regardless of sex, or that the rate for the job should be the rule, with provision for family allowances or their equivalent. The first is Utopian and would work only if there were a change for the better in human nature. The second, on the other hand, would eliminate the danger of poorly paid workers undercutting skilled tradesmen and would end that tedious controversy mentioned in last month's leading article about whether women are mentally and emotionally fit for jobs undertaken by men, and whether their work compares favourably with that of men. If he had to pay the same rates, no sensible employer would give a job to a woman unless she had the necessary qualifications and ability.

A system, based on our present income tax system, should solve the problem of the married man's responsibilities. There should be heavy tax for the bachelor and spinster alike if they have no responsibilities, compared with equal reliefs for married men and women with dependent relatives. Further reliefs for children might be better than family allowances.

The position of the married woman who wants to continue her career is surely a personal problem to be settled between her and her husband, not by her employer. If she chose to work, her husband would forgo his income tax relief, and the couple would be treated as individuals.

It is, of course, immaterial whether the relief is given out of income tax or as family allowances. The major object would be to give the married woman a higher legal status, and legislation would be needed to safeguard her savings in the event of a separation.

In making this suggestion, I have no axe to grind. I would be one of the spinsters who would have to pay up—I hope cheerfully.

9, Willowbank Street, MARY MILLS.
Glasgow.

(More letters on next page.)

Does Your English Embarrass You?

You are Judged by the Way You Speak and Write

Are you content with the way you speak and write? Are you sure that you are not making mistakes that cause people to underrate you?

Never has the importance of effective speech and writing been more widely recognised than to-day. If you can express yourself persuasively and forcefully, you have an immense advantage in your business or professional work as well as in social life.

Have you the ready command of English that enables you to appear at your best on all occasions? Can you express your ideas fluently—and correctly? Are you sure of your pronunciation and spelling? Have you any difficulties with punctuation?

Many ambitious people are handicapped in this way: they cannot depend upon their English not "letting them down."

It was to meet their need that the Regent Institute planned the now world-famous Course in Effective English and Personal Efficiency — clearly-arranged, easy-to-understand postal lessons which enable the student to guard against embarrassing errors, increase his vocabulary, express his ideas aptly and convincingly, and make his letters interesting.

The study requires but little time, and the moderate fee puts this highly successful Course within the reach of everyone. *All correspondence is confidential.*

A FREE BOOKLET "Word Mastery"

Write to the Regent Institute (Dept. 338 S), Regent House, Palace Gate, London, W.8, for a free copy of "Word Mastery," which gives full particulars of the Effective English Course.

Don't delay. Your English is all-important to you and you cannot afford to neglect it.

Send for this interesting booklet now—while you think of it. There is no obligation.

Way to Security

IN her otherwise sound article on equal pay in the August Journal, Miss Audrey Prime asserts that in a post-war world of slump and depression (assuming equality achieved) there is a real danger of women swamping the labour market, leaving many men exposed to economic insecurity. But this danger would be more real were women still unequal in economic status, since this would tempt the short-sighted employer to engage the cheapest labour to swell his profits.

In a post-war world of full employment the danger would not exist, since then labour shortage would result in a rise of the workers' standards. In conditions of depression, with equal wage conditions, the employer would be forced to seek the best workers, whether men or women, thereby eliminating any danger of one sex having any advantage over the other.

Haslingden. E. FULLER.

THE MEN HIT BACK

"Woman's Place the Home"

WHY all this publicity about the rights of women and equality? Woman's place is in the home, not working side by side with men, with or without equal pay. The happiest women are those who are married, and it is only the minority who are either not married, or married unhappily, who turn the energy derived from their frustrated emotions to destroying the happiness of others.

Prohibit any woman holding any position so long as a competent man is idle, and pay young men wages on which they can afford to marry, and the cry for equality will no longer be heard.

The average woman does not want independence. When she gets it, as in the Services, she soon tires of it and yearns for her traditional role of wife and mother, and it is because she is being denied this, due to the economic state of this country, that she becomes embittered and clamours for something she does not really want.

R.A.F., Peplow. L./A./C. G. KEILLOR.

A Missing Feature?

CONGRATULATIONS on your September issue! The ladies must feel very pleased about it. There was only a set of patterns missing to make it the complete ladies' journal.

C. N. MITCHELL.

Welwyn Garden City.

The Weakening Sex?

THE dominant feature, now, as throughout history, is precisely the difference of sex, and the weakening of strong disciplinarian men in the presence of coquettish females—or wo-men!

The "pull" which favoured women have over their less favoured female colleagues, as well as over their male colleagues in the lesser positions, is an economic, sociological and psychological fact, the profound significance of which is never faced. "OLD OWL."

AFTER THE WAR

No Blind-Alley Jobs for Educated Women

THE coming generation, who will have the benefit of the new Education Act, will, in consequence, have a much wider choice of career, and will not so frequently be pushed into blind-alley jobs by parents whose economic circumstances preclude the provision of higher education for their daughters.

The time has come, therefore, when local authorities must decide whether women are to be afforded equal opportunities with the men for promotion in their service—not just in theory, but in practice. Upon this will depend the type of entrants who are attracted to the service. It is obvious that if they are to be kept, year in year out, on blind-alley jobs providing no interest, women of intelligence will seek other occupations where their work can be both interesting and remunerative, and the local authorities will find available to them only the services of women who do not wish to be bothered with responsibility. This, of course, is very consoling for the men, who can then proudly say "the women on the staff are only capable of routine work," completely ignoring the fact that some of the men are in that category too, and that the intelligent women have gone elsewhere.

The medical profession in its recent report on medical trainmg made it clear that women should be encouraged to enter the profession —and on equal terms with men. These men evidently have sufficient confidence in their own ability not to fear the entry of women into their profession; it will be a step forward when men in other walks of life gain the same confidence.

Bournemouth. ELSIE G. TURNER.
Chairman, Women's Sub-Committee.

Public Health Has Openings

AFTER four year's experience as acting chief clerk of a public health department, I feel that women can successfully invade this former "man-held" sphere of local government. A large number of inquiries in the department are from women, who, I am sure, feel more at ease discussing their problems with one of their own sex. If a woman has a flair for organisation there is plenty of scope in connection with welfare clinics, diphtheria immunisation clinics and propaganda, in the school medical service, and keeping of records and preparation of reports, etc. Wartime brought its additional duties ranging from evacuation of children and expectant mothers, to supervision of public shelters. Never a dull moment! Having had experience of all these duties, I consider that women are better at this type of organisation because they remember the small points, which are so important, and which men often overlook.

Dover. P. E. WOODERSON.

NALGO Diary, 1945

Members wanting copies of the NALGO Diary, 1945, (2s. 6d.), should order from their branch secretary (not from Headquarters) at once. Orders not received at Headquarters by October 31 cannot be accepted.

"Nothing Is Certain"

THE dominating thought of all women who, like myself, have a husband serving in the Forces, and who have been doing a temporary war-time job during his absence, is of the day when he will return, and they will be able to leave the office and resume their normal home life.

Such a thought is perfectly natural, but how many women have paused to consider that in war nothing is certain? We cannot be sure our husbands will return, or if they do that they will be physically fit, or will find it easy to fit into their former occupation. Let us hope for the best, but be prepared for *any* emergency, and above all make the most of present opportunities. Be vital about your job, whatever it is; take every opportunity to improve your position; find out and fully investigate anything that puzzles you; be interested in everything that is likely to improve your own particular job. In this way you will find much more pleasure in it and will also feel better equipped for an emergency, should it arise.

If all goes well and you are able to resume your home life as before, you will not have laboured in vain, but will have the satisfaction of knowing you have done your job well, and have probably left the local government service a little better than you found it, and, what is more important, you will be able to make use of the inside knowledge you have gained in taking an active part in local government in your own corner of the community, for it becomes increasingly obvious that women will have to make their voices heard, and heard very clearly, if we are to avoid the same appalling state of affairs, in another 25 years, that we are experiencing to-day.

Haltemprice. MARY LLOYD-WILLIAMS.

"Not Who's Right—But What's Right"

WE would like to thank you for the article by Miss Angela Gaywood in the July issue of "LOCAL GOVERNMENT SERVICE." Her suggestion that women can train now to take responsibility in the civic affairs of each community has a great appeal to us.

Many women on the permanent and temporary staffs of local authorities have given unhesitatingly their husbands and brothers to fight for freedom in Europe and the Far East, and every woman longs to battle for and build at home the new Britain to which they will want to return.

We feel that local government's part in the new Britain begins with a new spirit in every council office. This is the spirit that will defeat apathy, self-interest and muddle which hinder progress and undermine the nation—the spirit of "not who's right, but what's right," of "give" instead of "get."

NANCY GREENFIELD and IRENE STOW.
Shornold House, Loose, Maidstone.

WOMAN'S INTELLECT

Never Despised

THE writer of your leading article, "Women—the Future is Yours," despite the superficial praise of women, is almost insulting in the statement: "These women are showing the women's intellectual powers, and in particular their mental attitude, *are no longer to be despised*." The inference that women have always been regarded with contempt is historically inaccurate. When and by whom has the mental attitude of women been despised? Many women have been regarded as intellectual equals, by men of their own and later periods—Isabella d'Este, Queen Elizabeth, Germaine de Stael—to choose at random from different ages and countries. Even in Medieval England or Ancient China the woman was regarded as the natural manager of a great estate: a position which more or less entailed a combination of the qualities of medical officer, food executive officer, director of education and housing committee under permanent war-time conditions, with a few spare time domestic accomplishments such as gardening thrown in.

Surely it would be more complimentary and true to the facts to take it for granted that women should do well in the higher executive positions in local government.

D. N. CLAYDON.

Middlesbrough.

Unfit to Attend Council Meetings!

THE following four points were made by a member of Northwich Rural District Council at a recent council meeting, where the request of the local Women for Westminster Branch to three members to attend a meeting was turned down: Women have tongues that wag; much upset things; have no place in the council chamber; have no reason to want to enter public life.

It would seem that the way of learning is hard. We are electors and pay rates, yet for an unimportant biological difference we are deemed unfit not only to become councillors, but even to watch and listen at an open meeting to which the Press are admitted. Weekly on the radio we hear children urged to take the chance of seeing the council at work. Some of us are teachers and are expected to impart to our pupils information which would be so much more vital and interesting if backed up by personal experience.

Let equality of responsibility and privilege be accorded in local and national government circles and then let us forget the terms men and women in public life, and use the all-inclusive word—CITIZENS.

MARGARET W. L. CROSS.
Press Secretary and Vice President,
Northwich N.U.W.T.

WOMEN'S PLACE IN NALGO

Remedy in Their Own Hands

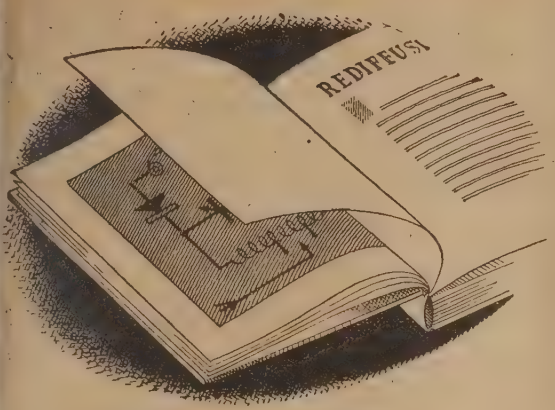
YES, why all this talk about women in NALGO? I think women are well aware of the dangers of "sectionalisation" within our Association. (By the way, is not that what we are fighting *against*? And is not that what is being perpetuated by the continuing practice of Rule 51 (2), providing for the separate election of two women members of the N.E.C.?)

The remedy lies with the woman member herself. "A man in danger of his life needs no compulsion to save it."

Within the next few weeks we shall be electing our branch executives, and members should be considering the selection of candidates *now*. We can do no good within the Association whose accepted policy is equality of service and recompense—if we continue to elect to branch executives members who are not 100 per cent in accord with that policy. I do not belittle the ambitions of *able* men and women who aspire to honorary positions within our Association, but believe that *sincerity* should be equally demanded of our representatives, so that we do not continue away from NALGO meetings with the thought that: "We cannot hear what you're saying for listening to what you are!"

Not until our branch executives, our district committees, our negotiators on the Whitley councils, and our representatives on the National Executive Council are of one mind on this question, can we hope to take our place in the van-guard of national advancement or plead our cause with confidence and conviction on the Royal Commission on Equal Pay.

HILDA M. MONAGHAN,
Hon. treasurer, Dumbartonshire branch; chairman, Scottish District women's sub-committee.



Opening of Chapter iii

25 years ago we touched with reverent fingers those curious boxes bristling with valves, coils and crystals, studded with dials and switches, linked up with dry cells and wet cells. Twice daily they would produce (if we were lucky) the magical voice of Savoy Hill in the headphones, "hello, everybody . . . . . this is 2 L.O. . . ."

That was wireless in the George Stevenson stage: "brutal but it worked." Then science began to simplify and streamline. Valves went out of sight; coils disappeared from view; batteries no longer cumbered the carpet; headphones became a museum piece. Tuning reduced itself to the niceties of three knobs . . . . two knobs . . . . *one* knob. Reception had civilised itself. There was still a next step. The same programme still didn't necessarily sound the same way in two different towns—or even in two neighbouring houses. It was still at the mercy of local conditions and individual apparatus. It might be pretty good or terribly bad. Wired broadcasting opens Chapter iii. Rediffusion replaces aerial and receiver by direct line reception and a switch in the wall—just like the light switch. News and entertainment of unvarying quality can be laid on at will to any subscribing home in the area—just like the telephone service. Good reception is standardised as well as good transmission.

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What does K.B stand for?

"Good clothes always look well," my fastidious cousin Malcolm said, among other things, when I asked how he managed to look so smart on his coupons.

"And what does 'K.B' stand for?" I asked, when he'd finished his lecture.

"The most convenient way of keeping well-dressed—officially, Keith Bradbury, and their Cash-Credit Plan for clothes."

"What on earth's that?"

"You'd better read this paragraph—this is their Sketch Book."

I read: "The K.B Cash-Credit Plan for clothes enables you to get West End clothes at cash prices as you want them, yet pay no more than an agreed regular sum. Your first payment immediately establishes a continuous credit of twelve times its value, and you can order to the full value of this credit at once if you like. And you can go on ordering up to your credit limit, so that if your payment is, say, £1 a month, you can obtain £24 worth of clothes during the next twelve months."

"So, that's your secret!" I exclaimed. "I wondered why buying clothes never seems to bother you, as it does me. Is this K.B place any good for Joyce too?"

"Certainly! My wife's bought most of her clothes there for years."

Officers in H.M. Forces are finding the K.B Cash-Credit Plan very convenient for ordering and replacing Uniforms, etc.

The K.B Sketch Book *(Price one penny)* which is fully illustrated, tells you all about the K.B Cash-Credit Plan. Call, 'phone REGent 0015, or write.

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SCOTTISH NOTES: Seeking Appeals Tribunal and Reinstatement Plan

THE Joint Industrial Council, at its next meeting, is to be asked to consider the appointment of an appeals committee. In England, every provincial council has such a committee, and they have solved many problems, but Scotland possesses no machinery for the impartial solution of difficulties arising between the Association and local authorities.

The constitution of the J.I.C. provides for "the settlement of differences between parties and sections in the services, and the establishment of machinery for this purpose, where it does not already exist, with the object of securing speedy settlement." This clause can mean only an appeals committee which can function speedily and effectively. Whether a difference is brought by N A L G O or by a local authority is immaterial; what is important is that there should be some means of settling it. Such machinery would have many advantages. From our point of view, it should provide economic benefits and improved relationships; for local authorities, it should save time and effort and lead to uniformity of service conditions. Most important, it swould bring together still more closely both sides of the J.I.C.

The success of such a committee, if appointed, will be determined by the manner in which it is used. We shall have to be certain that each case submitted merits fair consideration and will bear full investigation. In this way we shall secure the respect and confidence of the employers and bring about a more rapid extension of the work and scope of the council.

The J.I.C. is also being asked to consider the reinstatement and rehabilitation of local government officers discharged from the Forces, on the basis of the recommendations approved by the National Whitley Council covering the position of officers discharged on medical grounds and who are temporarily unfit for duty and providing for allowances to an officer while he is being trained for alternative duties.

These two measures, when approved, will strengthen our position in Scotland and should prove to our members the value of our machinery of negotiation. They should also demonstrate both to members and non-members that it is through N A L G O that the interests of local government officers are best advanced and protected.

No other organisation has been responsible for the agreements entered into by the employers' and employees' panels of the J.I.C. No other organisation has so full a knowledge and understanding of the daily work of the local government officer; no other organisation can give the service which is readily available to each individual member; no other organisation offers such comprehensive facilities as those provided by N A L G O and its ancillaries.

Yet there are many local government officers who are not yet members of N A L G O—officers whose knowledge of the Association, its policy and its achievements, is negligible. These are the people on whom our interest and attention should be centred, for while they remain outside our ranks we cannot wholly represent and speak for the local government service.

It is desirable that there should be only one organisation representing local government officers. So long as we allow any of our colleagues to remain outside, we are weakening our strength and bargaining power.

Our membership is growing steadily. New branches are being formed and new enterprise is being shown. These are signs which, together with our achievements, blaze a trail of progressive development. The rate of that development depends on the enthusiasm, interest, and effort of each of our members.

Public Relations

Kirkcaldy has opened its winter session with a lecture by Provost Wilson on the structure of local government. This is, we believe, the first time that a civic head has inaugurated a public relations programme. In addition to lectures, the syllabus provides for film shows and "brains trusts." The branch also hopes to provide a social and recreative centre for its membersx.

Monthly Bulletins

Our new **Perth and Kinross** branch is producing a monthly bulletin. Dunfermline area committee is keeping alive its interesting magazine, "*Dalgo*," despite the transfer of many of its members to the burgh branch.

The Scottish district propaganda sub-committee has recommended the regular publication of a news bulletin, to be prepared by the district officer and circulated to the small and outlying branches.

One Man Raised £2,500 for the B. and O. Fund!

£2,500 raised for the Benevolent and Orphan Fund in 12 years—such is the astonishing achievement of T. W. POOLE, secretary of **Stoke-on-Trent** branch. The money was largely the result of dances which Mr. Poole organised.

In all, Stoke-on-Trent has contributed over £5,000 to the fund since its inception. This includes three gifts of £450 each year since 1942—a clear demonstration that the branch refuses to allow wartime difficulties to stand in its way. It has asked that the money be invested in War Savings Bonds.

Another fine achievement is that of the recently revived **Colchester** Nalgo Players. Producing a three-act farce, "Stray Lady," making their own scenery out of blitzed canvas and packing cases, rehearsing in off moments from civil defence and Home Guard duty, they took it on a tour of Forces units in the area and wound up with a week's run during the "Holidays at Home" season. Profits are expected to total about £190, of which £45 is going to the local hospital and the rest to the B. & O. Fund.

Other recent money-making ideas include:

Raffles of a giant cabbage grown by a **Wembley** member (£1 1s. 2d.), of a banana at **Felling** (17s.), and of unspecified objects at **Willesden** (£2 19s. 6d.)

Dances at **Bournemouth** (£80); **Plymouth** (£57 11s. 6d.); **Eastleigh** (£23 14s. 2d.); **Bangor** (£10), **Inverness** (£7 7s.), **Surrey** (£10); **River Ouse Catchment Board** (£2 14s. 6d.); **Whitby** (£5); and **York** (£52, including £15 from branch funds).

Garden party at **Bexhill** (£5 5s.).

Concert at **Liverpool** (£87 8s.) and other social activities at **Gloucestershire** (£20), **Pudsey** (£27 4s.), **Leeds** (£32 5s. 6d.), and **Wycombe Borough** (£5 6s. 9d).

Draws at **Falmouth** (£22 2s. 2d.); **Rotherham** (£30), and **East Riding** (£15 2s.).

In addition, the Fund has received £50 from **Hereford** county council under the Sunday Cinemas Act; £5 2s. from C. P. WEBB, a **Willesden** member serving in Africa (who has also arranged to send 2s. a month); £2 2s. from a **Bingley** member, in appreciation of N A L G O's action in compelling Bingley U.D.C. to make up war service pay; £20 from a **Rotherham** member in appreciation of help given him by the Fund some years ago; and £33 18s. 10d. from **Croydon**, being the result of a special collection in appreciation of the work of the branch secretary, L. J. A. Moir.

Although it is still impossible to send Christmas hampers to beneficiaries, as was done before the war, the B. & O. Fund is this year to send Christmas gifts of cash—£1 to those living alone, 25s. to those with one or two children, and 30s. to those with three or more children. District committees are being asked to nominate those to whom these gifts should go. It has also been decided to increase the scale of allowances to beneficiaries.

APPOINTMENT VACANT

CLYDEBANK PUBLIC LIBRARY

The Management Committee of Clydebank Public Library invite applications for the post of Librarian at a commencing salary of £400 per annum, rising by annual increments of £25 to £575 per annum with, in addition, a temporary cost-of-living bonus in accordance with the J.I.C. scale of awards. Applicants must be experienced in all branches of the work connected with Public Libraries and, if not at present in a designated post under Superannuation Acts, must not be over 45 years of age. Canvassing will be a disqualification. Applications stating age, experience, etc., should be lodged with the undersigned not later than 30th November, 1944.

HENRY KELLY,
Clerk to Library Committee.

Municipal Buildings,
Clydebank. 19th September, 1944.

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lover, Dvr. C. H., R.E., surveyor's dept., Stafford, C.C.

olby, L/Cpl. C., Rifle Brigade, treasurer's dept., Fulham.

yles, Lt. F. A. C., R.A., valuer's dept., Bristol.

earle, Lt. W. G., R.A.C., libraries dept., Leyton.

enn, Sgt. D., Staffs Yeomanry, weights and measures dept., Staffs C.C.

ipson, Sub. Conductor, E., treasurer's dept., Darwin.

ovell, F./ Sgt. A. H., R.A.F., mayor's secretary, Exeter.

ackintosh, L./ A./ C., J. L. R.A.F., clerk's dept., N. Riding C.C.

latthewman, Sgt. L., R.A.F., electricity dept., Leeds.

earson, L./ Cpl. J., 18, King's Own Scottish Borderers, social welfare dept., Westmorland.

otts, J., R.A.F., A.R.P. dept., Croydon.

edd, Cpl. J., R.A.M.C., housing dept., Bristol.

utton, 2nd Lt., King's Own Royal Regt., surveyor's dept., Blackpool.

omlinson, Actg. L./A./C., R., F.A.A., health dept., Leicestershire C.C.

hittle, Lt. J. R., K.S.L.I., education dept., Cheshire C.C.

MISSING

arlow, F./ Sgt. W. T., 23, waterworks dept., Manchester (presumed killed).

Brown, Sq./ Ldr. R., 33, R.A.F.V.R., treasurer's dept., South Shields (presumed killed).

runsdon, Sgt./Nvgtr. E. R., R.A.F., education dept., Gloucester C.C.

ollingham, F./ Sgt. R., 22, treasurer's dept., Lincoln.

ssex, F./ Sgt. K. A., 21, R.A.F., electricity dept., Coventry (presumed killed).

ountain, F./ Sgt. F. E., 22, treasurer's dept., Lincoln.

oodwin, Lt. W. G., highways dept., Kingsbridge R.D. (presumed killed).

cGinnis, F./ Sgt. A. W., G.M., R.A.F., health dept., Roxburgh C.C.

sborne, Sgt./Obs. A. J., R.A.F., treasurer's dept., Poole (presumed killed).

enton, Sgt./Obs. D., R.A.F., electricity dept., Leeds (presumed killed).

ich, F./O. T., R.A.F., education dept., Swindon.

cott, Sick Bay Attendant W.O.F., R.N., housing and estates dept., Poole (presumed killed).

watridge, Sub.-Lt. D. E., 25, R.N.V.R., licences dept., Bournemouth (presumed killed).

West, Sgt./ Eng. J. F., 29, gas dept., Lincoln.

Vills, P./ O. W. J., R.A.F., transport dept., Brighton (presumed killed).

PRISONERS OF WAR

leary, Sgt., R.A.F., pathological dept., Leeds.

rewes, Tpr. W. A., treasurer's dept., Cornwall.

ernley, Pte. T., Royal Corps of Signals, gas dept. Manchester.

leakin, Lt. P. A., F.A.A., engineer's dept., Wandsworth (in Germany).

*Withington, Pte. B. A., 21, waterworks dept., Manchester.

RESCUED PRISONER

*Collinge, Tpr. J. M., 20, waterworks dept., Manchester.

*Previously reported missing.

Civilian KILLED

Budd, W. H. B., finance dept., Camberwell.

Hicks, A. W., finance dept., Camberwell.

AWARDS TO MEMBERS

D.S.C.

Miller, Temp. Lt. (A), D. S., R.N.V.R., engineer's dept., Nottingham—for courage, skill and devotion to duty while operating from, or serving in H.M. ships, Furious and Victorious, during many successful strikes at enemy shipping off the coast of Norway.

M.C.

George, Capt. F. L., R.A.C. (Recce Corps), health dept., Middlesex C.C.—for services in Sicily.

Perrot, Capt. K. R. M., R.M., treasurer's dept., Exeter—for gallant and distinguished services while operating with the Army during the landings in Normandy.

Stockley, Capt. T. H., 28, R.E., public assistance dept., Lancashire C.C.—in recognition of gallant and distinguished services on the beaches in the assault on Normandy.

D.F.C.

Guy, F./ Lt. H. H., electricity dept., Winchester.

Wooler, F./ Lt. J., R.A.F.V.R., clerk's dept., Greenock—for gallantry and devotion to duty in the execution of air operations in the Western Desert, Malta, Sicily, and Italy.

M.M.

Draper, Tpr. F., 20, 4/7th Dragoon Guards, public assistance dept., Stafford C.C.—for saving his comrades from a burning tank.

Howes, L./ Bdr. E. C., transport dept., Leicester.

Runacres, Bdr. C., R.A., deputy supt. registrar, Leicester.

D.F.M.

Burton, P./ O. F. E., R.A.F.V.R., treasurer's dept., Hampshire C.C.—on the completion of many successful operations in which he displayed high skill, fortitude and devotion to duty.

M.B.E.

Huyton, W./ O. Staff Sgt. Maj. R., R.A.S.C., electricity dept., Southport—for services in Italy.

MENTIONED IN DESPATCHES

Chivers, W./ O. II. E. W. G., R.A.S.C., clerk's dept., Slough—for services in the Middle East.

Dyke, S.S.M., E. T., education dept., Essex C.C.—for services at 78th Divisional H.Q. with the B.N.A.F.

Hooper, W./ O. II. A. F., R.A.S.C., clerk's dept., Slough—for services in the Middle East.

Watson, Ft./ Lt. G., D.F.M., R.A.F.V.R., treasurer's dept., Stretford—for conspicuous devotion to duty whilst on instructional work. He successfully landed a Stirling bomber which had caught fire when taking off, thereby saving the lives of the crew, and saving the plane.

SALARIES AND SERVICE CONDITIONS

NORTH WESTERN AND NORTH WALES

The chairman of the North Western district committee, Mr. E. L. Riley, and the assistant district officer, Mr. Stephen Duncan, have recently spent a week in **Cumberland and Westmorland**, visiting officers in the Northern area of the district, and addressing branch meetings. The tour aroused much interest and there is every indication that members who have hitherto felt themselves isolated will now take a greater interest in the work of NALGO. It is hoped that the new northern group sub-committee of the district will have lively discussions in the future.

YORKSHIRE

Bradford C.B. has agreed to increase the maximum salary of the general grade from £200 to £225 p.a. and to increase the maximum salary of school attendance officers from £225 to £250 from April 1 last.

Driffield U.D. has graded its whole-time staff in accordance with the Yorkshire provincial council's scales, plus the recommended cost of living bonus.

Kingston-upon-Hull C.B. has adopted a revised salary scale for men, giving the standard of automatic progression by age recommended by the Yorkshire provincial council—£150 (at 22) + 15—£225 (at 27).

Sheffield C.B. has approved an application from the branch for the extension, from £220 to £260 p.a., of the scale of salaries applicable to temporary men officers.

The **West Riding of Yorkshire Rivers Board** has responded favourably to an application from the district officer for the granting of 60ths instead of 120ths for all non-contributory service.

SOUTHERN

Hants C. C. has adopted the service conditions formulated by the Southern provincial council.

Winchester R. D. has adopted the Southern provincial council scales and conditions of service.

SOUTH-WESTERN

Mere & Tisbury R. D. has adopted the South-Western provincial council scales.

Dorchester B. has become a constituent member of the South-Western provincial council.

Cost of Living Unchanged

The Ministry of Labour cost of living index remained unchanged last month at 202, representing an increase of 30.3 per cent since the outbreak of war.

Obituary

Mr. E. G. Sherratt and Mr. F. Sykes

We regret to record the deaths of :

E. G. Sherratt, secretary of **Hemel Hempstead and district** branch (after a cycle accident) ; and

F. Sykes, for many years secretary of **Lytham St. Anne's** branch.

Headquarters Address

All correspondence to **The General Secretary, NALGO, 24, Abingdon Street, London, S.W.1** (Telegrams : NATASSOC, Parl, London. Phone : WHitehall 9351.)

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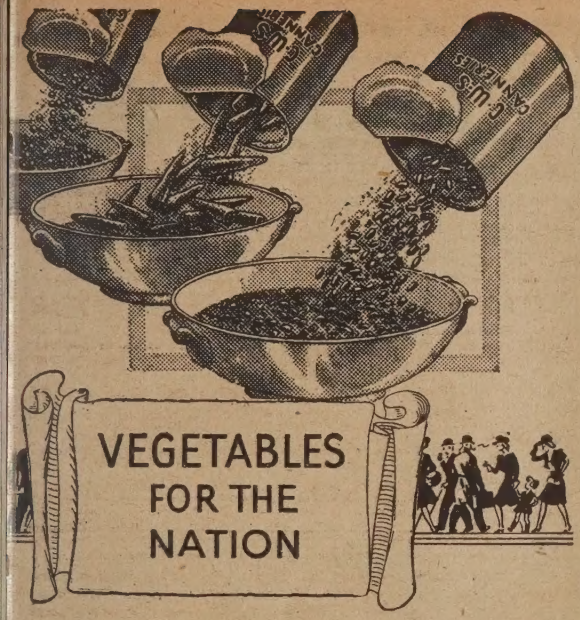

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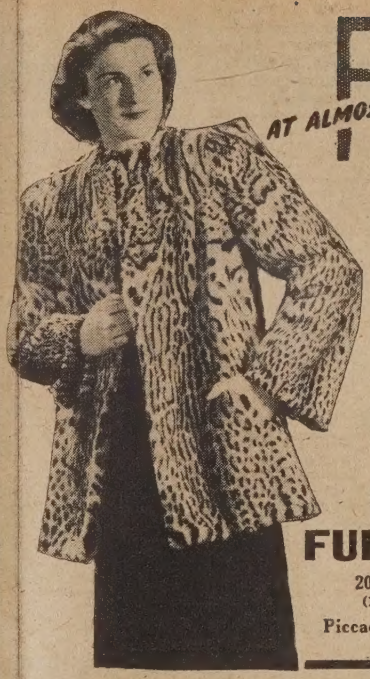

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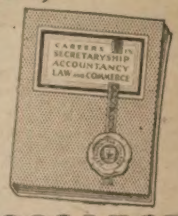

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